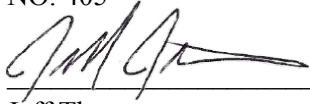


MEMORANDUM OF AGREEMENT
between the
International Union of Operating Engineers Local 302
and the
BELLEVUE SCHOOL DISTRICT
Regarding
Impact of the Pandemic of Coronavirus and the beginning of the School Year, Fall 2020

The Union and District agree to the following related to the beginning of the school year:

1. Per Article 4, Management Rights, the District will enact a furlough beginning September 3, 2020 and concluding October 9, 2020. Employees will be placed in the following categories according to employee preference:
 - a. Seniority category – this category ensures a rotation of assigned work by seniority and by position. This means the employee shall be furloughed for ten (10) days or its equivalent of eighty (80) hours between September 3, 2020 and October 9, 2020.
 - b. Waived seniority category – this category waives a rotation of assigned work for the duration between September 3, 2020 and October 9, 2020. This means the employee shall be on furlough for the entire six-week period.
2. Furloughs shall be scheduled for two consecutive week periods.
3. Employees shall not be compensated for days designated as furlough days.
4. Employees may not use general leave or vacation instead of unpaid furlough days.
5. During the furlough period, no bargaining unit work will be performed by non-bargaining unit employees.
6. During the furlough period, the District will not subcontract any work normally assigned to bargaining unit employees.
7. During the furlough period, the District will not hire any new employees into the bargaining unit without consultation and approval by the Union.
8. During the furlough period, the District may temporarily modify work schedules to accommodate the cleaning and maintenance of facilities. Any modifications shall be done in consultation with the Union.
9. Employees who previously submitted a request for vacation (prior to August 31, 2020) to be taken during the furlough period shall have that vacation approved as normal paid vacation time if it is taken during scheduled work time.
10. Employees shall continue to earn seniority accrual, vacation, general leave, and Holiday pay as stipulated in the Collective Bargaining Agreement.
11. Employee Performance Evaluations as stipulated in Article 27 shall be suspended during the furlough period.
12. The Attendance Incentive in Article 32 shall remain in effect. An employee's time in furlough status shall not be counted against the attendance bonus. All other provisions in Article 32 remain during the furlough period.
13. Employees receiving benefits as determined by SEBB shall maintain the District paid premiums through October 31, 2020 (end of the month of the furlough period). Employees are responsible for any additional employee deductions.

FOR BELLEVUE SCHOOL DISTRICT
NO. 405



Jeff Thomas
Assistant Superintendent of Human Resources

08/27/2020

Date

FOR INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL NO. 302



Margie Englund
Business Representative

08-27-2020

Date