

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

The Union and District agree to the following related to the extension of the furlough period for employees:

1. Per Article 4, Management Rights, the District will extend a voluntary furlough beginning October 9, 2020 through Jan. 1, 2021. Employees will be placed in the following categories according to employee preference:
  - a. Seniority category – this category ensures employees are expected to be fully returned into the workplace in their normal assignments.
  - b. Waived seniority category – this category waives a rotation of assigned work for the duration between October 9, 2020 and January 1, 2021. This means the employee shall be on voluntary furlough for the entire period.
2. Employees shall not be compensated for days designated as furlough days.
3. Employees may not use general leave or vacation instead of unpaid furlough days.
4. During the furlough period, no bargaining unit work will be performed by non-bargaining unit employees.
5. During the furlough period, the District will not subcontract any work normally assigned to bargaining unit employees.
6. During the furlough period, the District will not hire any new employees into the bargaining unit without consultation and approval by the Union.
7. 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.
8. Employees shall continue to earn seniority accrual, vacation, general leave, and Holiday pay as stipulated in the Collective Bargaining Agreement.
9. Employee Performance Evaluations as stipulated in Article 27 shall be suspended during the furlough period for employees currently on furlough.
10. **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.**
11. Employees receiving benefits as determined by SEBB shall maintain the District paid premiums through December 31, 2020 (end of the month of the furlough period). Employees are responsible for any additional employee deductions.

FOR BELLEVUE SCHOOL DISTRICT  
NO. 405

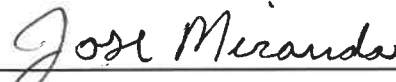


Jeff Thomas  
Assistant Superintendent of Human Resources

12/03/2020

Date

FOR INTERNATIONAL UNION OF  
OPERATING ENGINEERS,  
LOCAL NO. 302



Jose Miranda  
Business Representative

12-3-2020

Date