

MEMORANDUM OF UNDERSTANDING
between the
SERVICE EMPLOYEES INTERNATIONAL UNION 925
Representing Nutrition Services Employees
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 2, Management Rights, the District will enact a furlough beginning September 3, 2020 and concluding October 9, 2020.
2. Employees shall not be compensated for days designated as furlough days.
3. Employees may not use general leave 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 hire any new employees into the bargaining unit without consultation and approval by the Union.
6. During the furlough period, the District may temporarily modify work schedules to accommodate the need to provide meals as delineated by the District. Any modifications shall be done in consultation with the Union.
7. Employees shall continue to accrue seniority (Article 5, Section 1), and earn general leave (Article 6, Section 1) as stipulated in the Collective Bargaining Agreement (CBA).
8. Employee Performance Evaluations as stipulated in Article 9 shall be suspended during the furlough period.
9. Employees shall be assigned work by position by seniority as delineated in Article 5, Section 1 and Section 5.4.2.
10. Employees receiving benefits as determined by SEBB (630 hours) 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.
11. Employees receiving benefits as determined by the current CBA above 12 hours per week and below the SEBB delineated threshold shall maintain benefits during the furlough period per Article 7, Section 1 through October 31, 2020. Employees are responsible for any additional employee deductions. The parties acknowledge they did not agree to a solution required in the MOU, "The parties commit to establish benefit levels for employees for the remainder of the collective bargaining agreement no later than August 31, 2020," as stated in the Transition to SEBB MOU entered into on Oct. 24, 2019. Instead, the parties are interpreting SB 6189 to override any decision to change benefit levels while still under a state of emergency by as declared by the Governor. The parties agree that within two weeks of the expiration of the Governor's proclamation, the

parties must either reach agreement on a solution to benefits or that benefits for employees shall remain in effect for the remainder of the Collective Bargaining Agreement.

12. All other terms and conditions of the contract not modified in this agreement will be in full force and effect during the furlough period.

Date: 9/17/2020

For the District



Jeffrey J. Thomas Ed. D.
Assistant Superintendent of Human Resources

For SEIU 925



Aaron Horton
Organizer