

MEMORANDUM OF UNDERSTANDING
between the
SERVICE EMPLOYEES INTERNATIONAL UNION 925
Representing Transportation Employees
and the
BELLEVUE SCHOOL DISTRICT
Regarding
Impact of the Pandemic of Coronavirus, Extension of Furlough, Expansion of Routes and
Additional Work, Fall 2020

While the pandemic continues, work opportunities for employees continue to be well below our normal/typical availability of work. The Union and District commit to working creatively to provide as many work opportunities as possible during this time period.

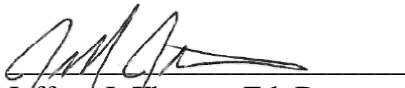
The Union and District agree to the following related to the school year:

1. Per Article 2, Management Rights, the District will continue a furlough that began September 3, 2020 and originally concluded October 9, 2020. This furlough shall extend through January 31, 2021. 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 between October 12, 2020 and January 31, 2021.
 - b. Waived seniority category – this category waives a rotation of assigned work for the duration between October 9, 2020 and January 31, 2021. This means the employee shall be on furlough for the entire furlough period.
2. Employees shall receive holiday pay for normal hours for the following holidays as delineated in Article 7:
 - a. Labor Day (Sept. 7)
 - b. Veterans Day (Nov. 11)
 - c. Thanksgiving Day and the day after (Nov. 26, 27)
 - d. Day before Christmas and Christmas Day (Dec. 24, 25)
 - e. New Years Eve and New Year's Day (Dec. 31, Jan. 1)
 - f. Martin Luther King Jr. Birthday (Jan. 18).
3. Employees shall not be compensated for days designated as furlough days.
4. Employees may not use general leave 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 hire any new employees into the bargaining unit without consultation and approval by the Union.
7. Employees shall continue to accrue seniority (Article 6, Section 1), and earn general leave (Article 8, Section 1) as stipulated in the Collective Bargaining Agreement (CBA).

8. Employee Performance Evaluations as stipulated in Article 11 shall be suspended during the furlough period.
9. Employees shall be assigned work by position by seniority as delineated in Article 5.2 and modified as follows:
 - a. Drivers may be awarded one assignment in a two-week period. At the end of each two-week period, the bid will start where the previous bid left off.
 - b. If a driver passes on a round of assignments, their name will remain in seniority for the following period unless they voluntarily move to the bottom of the seniority list.
 - c. In an effort to support drivers, drivers may bid for routes as job share partners. In the event that two drivers job share, said route shall remain for four weeks.
 - d. Special Education routes shall be bid by seniority and will remain with the driver unless the driver chooses a different route with a scheduled rebid.
10. Bus attendants may be assigned work as needed. Should a bus attendant be assigned, said assignment shall consist of a minimum of four (4) hours per day.
11. Drivers who have not completed Inservice, mandatory training or have expired credentials will not be eligible for work until completed.
12. Time missed as a result of furlough shall not be counted against the attendance bonus in Article 13.7.
13. The attendance bonus program in Article 13 shall be reviewed before the end of the first semester. Should the parties make any changes to the program, said changes would be designated as temporary and captured in a subsequent MOU.
14. Employees receiving benefits as determined by SEBB (630 hours) shall maintain the District paid premiums through January 31, 2021 (end of the month of the furlough period). Employees are responsible for any additional employee deductions.
15. The District and Union agree to explore participation in the SharedWork Program as administered by the Washington State Employment Security Department. Should an application be accepted, the parties agree to address any effects that impact this MOU or other provisions of the current collective bargaining agreement.
16. 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: Nov. 23, 2020

For the District



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

For SEIU 925



Aaron Horton
Organizer