

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 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. 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 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. 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. 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).
7. Employee Performance Evaluations as stipulated in Article 11 shall be suspended during the furlough period.
8. Employees shall be assigned work by position by seniority as delineated in Article 5.2 and modified as follows:
 - a. Drivers or attendants 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 or attendant 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.
9. Drivers who have not completed Inservice, mandatory training or have expired credentials will not be eligible for work until completed.
10. Time missed as a result of furlough shall not be counted against the attendance bonus in Article 13.7.

11. 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.
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