

**Memorandum of Understanding to the Agreement by and between the City of Kirkland
and
The Washington State Council of County & City Employees Local #1837 of the American
Federation of State, County & Municipal Employees AFL-CIO
January 1, 2012 – December 31, 2014**

This Memorandum of Understanding is to clarify the intent of the language in agreement between the CITY OF KIRKLAND, WASHINGTON, hereinafter referred to as the “Employer”, and The Washington State Council and City Employees Local #1837 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as “AFSCME”, regarding certain elements of the 2012-2014 collective bargaining agreement.

The parties in reaching this agreement have stipulated that during the term of this agreement Joint Labor Management meetings will occur and will cover at minimum the following topics:

- Review possible redraft of Article 8 – Seniority
- Review of job classifications / explore potential banding of positions
- Review the use of non-benefited employees (seasonal and on-call employees)
- Discuss the use of City email for Bargaining Unit business
- Review the Transportation (ORCA pass) program
- Discuss potential Public Records Request Notification policy

City of Kirkland

Local 1837 Washington State Council of County
& City Employees of the American Federation of
State, County & Municipal Employees, AFL-CIO

By: _____
Kurt Triplett, City Manager

By: _____
Bill Keenan, Director of Organizing,
WSCCCE

Date: _____

Date: _____

APPROVED AS TO FORM
City Attorney

LABOR RELATIONS REVIEW
Director of Human Resources and
Performance Management