

Memorandum of Understanding
Between
Seattle Building Trades Council and Shoreline School District No. 412
Related to Coronavirus (COVID-19)

Seattle Building Trades Council ("Union") and Shoreline School District ("District") enter into the following agreement in response to the extraordinary emergency school closures and other measures put in place by the State of Washington in response to the current COVID-19 virus pandemic.

WHEREAS, the parties share a mutual interest in assuring the health and safety of students, families, staff and the community; and

WHEREAS, District employees are on the front lines in maintaining the continued delivery of services in our facilities during this closure, including child care and food service, as mandated by the Governor; and

WHEREAS, the decisions of the parties should be guided by the public health experts at the Centers for Disease Control, Public Health Seattle & King County, and other public health agencies; and

WHEREAS, the parties wish to work together to take reasonable steps to protect students, families and staff from unnecessary exposure to communicable diseases including COVID-19;

NOW THEREFORE the Parties agree as follows:

1. *Staff quarantined at the direction of a health official or agency:*

If an employee represented by the Union is directed by a health official or other agency to quarantine for one of the following reasons, they must contact Human Resources, who will then notify the Maintenance Office. The District will place the employee on special paid emergency leave during the time of quarantine. The reasons giving rise to special paid emergency leave include:

- a. The employee has been confirmed to have been in close contact, as defined by Public Health Seattle-King County, with a person who has a lab-confirmed case of COVID-19, or
- b. The employee has tested positive for COVID-19, or
- c. The employee has doctor's orders to remain at home because the employee meets one or more of the categories of being at high risk defined by Public Health Seattle & King County:
 - a. 60 years and older
 - b. Pregnant
 - c. People with weakened/compromised immune systems
 - d. People with underlying health conditions.

2. *Self-quarantine or sick with other illness:*

Employees who are sick with another illness or who voluntarily remain at home without a directive or requirement from a health official or agency, or without a recommendation from a health provider, will be excused from work but must use paid leave for all days missed as they would any other time. If paid leave is exhausted, unpaid leave must be entered. In the event a medical provider documents orders for the employee to remain at home after sick or other leave has been recorded, the District will convert all but the first three days of sick leave to special paid emergency leave.

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3. Access to schools and other district facilities:

The District has taken extraordinary precautions to maintain safe work environments during this emergency situation. Schools are closed until April 27, 2020 to all students, parents, and community members. All schools and district facilities have been deep disinfected by our trained custodial staff, using hospital-grade disinfectants. Schools and district facilities remain open to a small number of administrative staff, food service workers, and custodians, and maintenance can be continued to be performed on schools and buildings while students and staff are out. Any adjustments to assignments will be communicated by the employees' direct supervisor.

4. Employee responsibility for maintaining "social distancing":

While at work, employees are responsible for adhering to the guidance provided by Public Health Seattle & King County to implement "social distancing", which is defined as avoiding contact with other people within a distance of 6 feet or more for a sustained period of 10 or more minutes.

5. Effective date of agreement:

This agreement is in effect from the last date of signature below until April 24, 2020. In the event schools are directed to remain closed after that date the Parties agree to discuss future agreements related to the COVID-19 virus.

Please refer to your collective bargaining agreement for other types of leaves or absences (e.g. your child's school or daycare closes and you are unable to come to work).

FOR THE UNION:

FOR THE DISTRICT:



Name

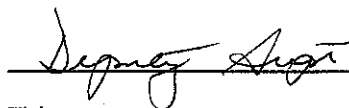


Name

Assistant Executive Secretary

Title

S.B.T.



Title

3-19-20

Date

3/19/2020

Date