

Memorandum of Understanding
Between
Shoreline School District No. 412 and SEIU 925, Custodial, Grounds & Warehouse Employees

Benefit for Essential Custodians and Warehouse Staff Who Regularly Worked On Site
during the COVID-19 Global Pandemic

This Memorandum of Understanding (MOU) regarding **Benefit for Essential Custodians and Warehouse Staff Who Regularly Worked On Site during the COVID-19 Global Pandemic** is effective as of September 1, 2021 and is supplemental to the 2021-202X Collective Bargaining Agreement (CBA) between SEIU 925, Custodial, Grounds & Warehouse Employees (Union) and Shoreline School District No. 412 (District).

WHEREAS, due to the COVID-19 global pandemic, the District closed schools from March 12, 2020 through February 22, 2021, on which date schools began to reopen in a hybrid capacity; and

WHEREAS, the District furloughed many staff but identified as essential workers a limited number of custodians and warehouse staff who were needed to continue physically working on site to keep schools safe and disinfected for instructional and administrative staff who were working on site during the school closure; and

WHEREAS, the District recalled all custodians from furlough in February 2021, in anticipation of re-opening schools to special education students in self-contained classrooms beginning February 22, 2021, to all elementary students beginning March 8, 2021, and to all secondary students beginning April 26, 2021; and

WHEREAS, the custodians and warehouse staff deemed essential workers who physically worked on campus from March 2020 through January 2021 faced uncertainty regarding the possible impacts of the COVID-19 virus on their own health and safety, worked modified shifts to avoid applying disinfectant when other non-custodial staff were in the buildings, were required to wear special Personal Protective Equipment throughout their work shift, and made significant adjustments in their home life to accommodate the work modifications as noted; and

WHEREAS, the Parties now wish to recognize the extraordinary service rendered to the District by the custodians and warehouse staff who were deemed essential workers and who physically worked on site from March 12, 2020 through January 31, 2021 while other district employees were placed in furlough status, granted paid emergency leave or given the option to work from home;

NOW, THEREFORE, the Parties agree to the following:

1. This agreement applies to regular custodians and warehouse staff who were identified as essential workers and physically worked regularly-assigned hours from March 12, 2020 through January 31, 2021. The parties shall review and mutually-agree upon the list of regularly-assigned custodians and warehouse staff who qualify for the benefit provided by this MOU.
2. Such employees shall be granted one hour of special paid leave for each 40 hours worked during that time, up to a maximum of 40 hours of special paid leave.
3. This special Pandemic Relief Paid Leave must be used prior to September 1, 2022. There is no carryover of unused Pandemic Relief Paid Leave.
4. Pandemic Relief Paid Leave must be pre-approved at least two weeks in advance by the supervisor, to provide an opportunity to assign substitutes if needed. Such pre-approval shall not be unreasonably withheld, and lack of substitutes shall not be deemed a reason to withhold approval of such leave requests.
5. This MOU expires August 31, 2022, and shall not be considered precedential in future negotiations by either party.

Agreed to this 7th day of September, 2021.

Linda M Wright

For SEIU 925, Custodial, Grounds & Warehouse
Employees

Mark J. Meek

For Shoreline School District