

LETTER OF AGREEMENT
Between
SHORELINE SCHOOL DISTRICT NO. 412
And

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 925
TRANSPORTATION EMPLOYEES

THIS LETTER OF AGREEMENT regarding the **MARCH 2019 PAYCHECK ADJUSTMENT** is effective September 1, 2018 through August 31, 2019 only, and is supplemental to the 2015-2019 Collective Bargaining Agreement (CBA) between Shoreline School District No. 412 (District) and Service Employees International Union, Local 925, Transportation Employees (SEIU 925 Transportation).

WHEREAS, the Parties recognize that the District's emergency closure of six (6) days of school in February 2019 (February 4, 5, 11, 12, 13, and 14) will result in fewer work days in February and therefore significantly lower paychecks than anticipated in March 2019; and

WHEREAS, the Parties wish to assist employees by addressing the drop in pay that would occur on the March paycheck as a result of the emergency closure of school; and

WHEREAS, the District and SEIU 925 Transportation have an agreement in effect to pay employees on the August paycheck each year for pay in lieu of earned vacation;

NOW THEREFORE, the District and SEIU 925 Transportation agree to the following for the 2018-2019 school year only:

- 1) The last sentence in the first paragraph of Article 6, Section 1 of the CBA is modified to state: "All vacation allowances earned through January 31, 2019 will be paid on the March 2019 paycheck, and all vacation allowances that would normally be paid on the August paycheck, minus the amount paid on the March 2019 paycheck, will be paid on the last warrant in August ..."
- 2) For only those employees who would have normally worked regular assignments on the days school was closed in February 2019 but who have not earned vacation allowances by January 31, 2019, personal leave earned but not used as of January 31, 2019 may be cashed out and paid on the March 2019 paycheck. Each employee eligible for this one time only cash out of personal leave shall notify the Payroll Supervisor, using the form attached to this LOA, to designate the amount of personal leave the individual wishes to cash out on the March 2019 paycheck.
- 3) This Letter of Agreement will expire on August 31, 2019, and neither party shall rely on it as establishing precedence for future interpretations of the CBA.

SEIU 925 TRANSPORTATION



For the Union

3-6-19

Date

SHORELINE SCHOOL DISTRICT # 412



For the District

3/6/2019

Date