

1 **LETTER OF AGREEMENT**

2
3 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT
4 BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON / SEIU LOCAL 1948,
5 KENNEWICK MAINTENANCE AND OPERATIONS (M&O) AND THE KENNEWICK SCHOOL
6 DISTRICT #17 PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT
7 COLLECTIVE BARGAINING AGREEMENT.
8

9 **The parties have agreed to the following:**

10
11 **1. Schedule A shall be amended and attached.**

12
13 **2. Section 4.9. below was added as a new Section of the Collective Bargaining Agreement:**

14
15 **Section 4.9.**

16 Within sixty (60) calendar days each new hire shall be offered the opportunity during the workday to
17 meet with a representative from the Union for no less than thirty (30) minutes to give and overview of
18 the Association and the rights of the Collective Bargaining Agreement. The District will offer space
19 for the Union to provide this service. Such time will be as non-disruptive as possible to the workday.
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21 **3. Section 4.8. and 17.2.3. was modified to read as presented below:**

22
23 **Section 4.8.**

24 The District agrees to provide the following employee information in electronic format to the regional
25 PSE office monthly:
26

- 27 • Employee Name
- 28 • Address
- 29 • Phone Number
- 30 • ID Number
- 31 • Job Classification
- 32 • Job Location
- 33 • Hire Date
- 34 • Regular Dues

35
36 **Section 17.2.3.**

37 Incremental steps, where applicable shall take effect as follows:
38

39 **260 Day Employees**

40 **Step 1:** Assigned to all new employees with limited experience in the field for which they
41 are hired.
42

43 **Step 2:** Assigned at the beginning of the next contract year (September 1st), as long as the
44 employee has been in Step 1 for at least six (6) months of the previous contract year
45 or for new employees with significant experience in the position for which they are
46 hired.
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This Letter of Agreement shall become effective upon signatures of both parties and shall remain the effect until August 31, 2021.

PUBLIC SCHOOL EMPLOYEES
OF WASHINGTON/SEIU LOCAL 1948
KENNEWICK (M&O) MAINTENANCE
AND OPERATIONS CHAPTER

KENNEWICK SCHOOL DISTRICT #17

BY: *Jim Moore*
Jim Moore, Chapter President

BY: *Betsy Dickinson*
Betsy Dickinson, Classified HR Manager

DATE: *10/1/18*

DATE: *9-27-18*

