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2 MEMORANDUM OF UNDERSTANDING  
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5 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING AGREEMENT  
6 BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU 1948 TAHOLAH  
7 CHAPTER, AND THE TAHOLAH SCHOOL DISTRICT PURSUANT TO THE CURRENT  
8 COLLECTIVE BARGAINING AGREEMENT.  
9

10 The district is subject to closure of schools at least through April 24, 2020. This closure is due to an  
11 Emergency order of the Governor as a result of the Coronavirus (COVID-19). The parties wish to  
12 have all employees receive their regular pay during this period, whether or not they are able to work  
13 due to school closure and/or coronavirus-related health concerns, Consistent with the Opinion of the  
14 Washington State Attorney General attached to this Memorandum of Understanding, the parties agree  
15 to the following:  
16

17 During the period of September 1, 2019 through August 31 2020 all employees have an  
18 expected regular work year. This work year has been set up for prorated payment. The COVID  
19 19 outbreak has resulted in a number of effects, some of which are at the time of agreement  
20 unforeseeable. It is the intent of the parties that all regular employees during this contract year  
21 be compensated for their expected work year.  
22

23 Employees will receive their regular benefits and SEBB premiums through this period.  
24

25 A number of employees will be considered to be in a standby status and subject to return to  
26 work after reasonable notice. Employees on such standby status must maintain contact  
27 information, e.g., phone number, email address, Whatsapp, etc.  
28

29 This standby status will be in full or part day increments. During standby status employees will  
30 be considered to have served their regular hours.  
31

32 Certain employees will be in standby status and receive their regular pay but not subject to  
33 return to work if designated to stay home under an order of the governor, superintendent of  
34 public instruction or other official. For the period through April 27. This will include  
35 employees over 60, immune compromised, pregnant, or care givers.  
36

37 Employees who work beyond their expected work year will be paid those hours on timesheet.  
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39 This Memorandum of Understanding shall become effective upon signature of both parties, and shall  
40 remain in effect until August 31, 2020.  
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42 PUBLIC SCHOOL EMPLOYEES  
43 OF WASHINGTON/SEIU 1948

DISTRICT

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45  
46 BY: \_\_\_\_\_

BY: \_\_\_\_\_

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Chapter President

Superintendent

DATE: \_\_\_\_\_

DATE: \_\_\_\_\_