ORIGINAL

MEMORANDUM OF AGREEMENT
(Grant Integrated Services – Initial Services Employees)

This Memorandum of Agreement is entered into by and between the Teamsters Local Union No. 760, representing the Grant Integrated Services Initial Services employees, hereinafter referred to as the "Union", and Grant Integrated Services of Grant County, Washington, hereinafter referred to as the "Employer".

The Union and Employer met several times to discuss the current working schedule for the Initial Services Employees. The Union and Employer acknowledge and have discussed the fact that Grant County has been tracking the time worked for employees for purposes discussed in previous negotiations to determine the time the employees are actively engaged in work vs. being on call or on standby. There have been a few schedules implemented in the past. At times, when there are staffing shortages, a "three person" schedule is implemented to assist with the work load. The "three person" schedule works well in these instances. However, it appears that the other previous schedules have not satisfactorily been agreeable to either party. Both parties agree to continue to track data to determine time worked until June 30, 2013, at which time both parties will meet again to review the additional data and determine an acceptable schedule that meets both the employer's business needs as well as the employees' wellbeing.. The specifics of this arrangement are outlined below:

1. The current work schedule will be maintained and evaluated at six and twelve month intervals, and may be adjusted at any time upon mutual agreement of the parties.

2. The agreement may be extended after June 30, 2013 if both parties agree the arrangement is satisfactory.

3. An overtime-exempt employee will receive eight (8) hours of work credit for holiday on-call.

4. During the work schedule evaluation period ending June 30, 2013, the employer will assign a "work credit" for each on-call shift overtime exempt employees' work. The work credit will be counted as hours worked during each on-call shift, regardless of the actual number of hours worked. At the end of the evaluation period, the employer will provide a comparison of actual hours worked during on-call to work credit hours assigned. The union and the employer will discuss the continuation of this "work credit" after

reviewing the actual hours worked comparison to determine the appropriate credit for on-call work.

5. Work credit will be assigned as follows: five (5) hours for each weekday on-call (Monday – Friday) and 8 hours for each weekend on-call (Saturday – Sunday).

6. If an overtime-exempt employee answers a call that extends into the next on-call shift, no additional work credit is earned.

DATED this 29th day of July, 2013

BOARD OF GRANT COUNTY COMMISSIONERS

By: _____
Cindy Carter, Chairperson

By: _____
Carolann Swartz, ~~Co~~-Chairman
VICE

By: _____
Richard Stevens, Commissioner

GRANT INTEGRATED SERVICES

By: _____
LeRoy Allison
Grant Integrated Services Executive Director

TEAMSTERS LOCAL UNION No. 760

By: _____
Leonard Crouch,
Secretary/Treasurer 7-11-13