

## **MEMORANDUM OF AGREEMENT (Solid Waste Unit)**

This Memorandum of Agreement is entered into by and between the Grant County Public Employees' Association, representing the recognized employees of the Grant County Solid Waste Department, hereinafter referred to as the "Union", and Grant County, Washington, hereinafter referred to as the "Employer".

Pursuant to PERC decision 12638-PECB, the Solid Waste unit became represented by the Grant County Public Employees Association. This document will identify unique elements agreed to for this unit only. Otherwise the unit will conform to the collective bargaining unit for the Public Works unit. The intent is to bring all five GCPEA units under one contract document during the next negotiation cycle.

### **Wages:**

Effective January 1, 2017, a three-quarters of one percent (0.75%) across-the-board increase will be applied to the January 1, 2016 Pay Plan. Effective July 1, 2017, a three quarters of one percent (0.75%) across-the-board increase will be applied to the January 1, 2017 Pay Plan. Only employees employed on the date of signature by the last signing party to this Agreement will be eligible for any increases. All calculations of these increases will be determined by the Director of Human Resources. Any employee who has left employment for whatever reason shall not be eligible for any pay increases. *Note: The Solid Waste group received a 1% on 01/01/17. To bring them in line with the other units for the additional .5%, on 07/01/17 their bands will be matched to the comparable bands from the Public Works unit.*

### **Union Activities:**

The Employer shall allow one (1) Union steward to attend negotiating meetings with the County's representatives without loss of pay, relative to pursuing contract renewal and negotiations; provided, however, that this shall apply to no more than three (3) meetings each bargaining season. Additional time may be authorized, upon reasonable request, without pay.

### **Hours of Work:**

Overtime and all work on Saturdays and Sundays, except for standard work shifts, shall be compensated for at one and one-half (1-1/2) times the regular rate except as defined in 11.3 above. Any employee required to work on a holiday shall receive holiday pay for holidays as defined in Article XXI, plus pay at two (2) times the regular rate, except holiday falling in December, January, and February, which will be paid at one and one-half (1-1/2) times the regular rate for all hours worked plus holiday pay, except for Solid Waste unit.

### **Certification & Licensing:**

Landfill Operations Certification: Landfill Heavy Equipment Operators and Solid Waste Laborers will be eligible for certification pay of \$35.00 per month beginning in the month following successful completion of the testing and certification requirements for obtaining their Manager of Landfill Operations (MOLO) certification through the Solid Waste Association of North America. Certification pay will continue for that period during which the employee maintains their certification. The Employer will pay the testing fee for initial certification (plus on additional initial testing fee) and the re-testing fee every three years. Study time related to the testing/certification/pre-testing process shall be on the employee's own time. If an employee fails the testing and/or re-testing process, then the \$35.00 certification pay shall be immediately discontinued.

### **Remove Art. 27:**

~~The employer will reimburse eligible employees' expenses associated with obtaining or renewing their required Medical Physical and Class "A" Commercial Drivers License (CDL). The employer will only allow for reimbursement once per licensure period. The reimbursement will only be for the cost of the physical and/or the license. Any additional incidental expenses associated with obtaining these will not be reimbursed.~~

### **Holidays:**

If a holiday falls on a non-work day, the succeeding work day shall be observed as the paid legal holiday. This applies only for Solid Waste unit.

The Landfill will be closed on the New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas holidays.

### **Safety Equipment:**

The Employer shall furnish and launder up to two (2) pairs of coveralls per week per employee for all employees required to wear them in their job assignment. The Employer shall furnish required safety equipment (except steel-toed footwear) at no cost to the employee, provided further the employees shall wear and use the required safety equipment in accordance with standards of safety and failure to do so may result in disciplinary action, including termination.

The Employer agrees to provide a three hundred dollar (\$300.00) per year clothing

stipend for the Landfill Heavy Equipment Operator and Solid Waste Laborer. This stipend is paid in full during the first pay period in February each year. A new employee becomes eligible to receive the stipend effective the first pay period following successful completion of their probationary period.

The Employer will select and maintain a supply of gloves for use by land-fill personnel in the performance of their duties. Gloves so issued shall remain at the land-fill site at the end of each work shift, unless otherwise authorized. Employees desiring to repair or replace damaged gloves shall present them to the appropriate supervisor for inspection. The decision to repair or replace gloves shall rest with the Employer.

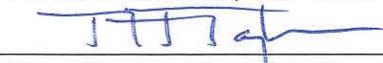
It is agreed between parties that should an issue arise due to a previously unrecognized conflict resulting from this memo, the parties will convene a labor-management to resolve the issue.

DATED this 19<sup>th</sup> day of Sept., 2017.

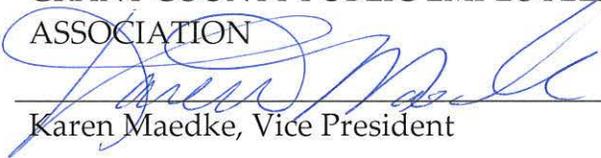
BOARD OF GRANT COUNTY  
COMMISSIONERS

  
Cindy Carter, Chairperson

  
Richard Stevens, Co-Chairman

  
Tom Taylor, Commissioner

GRANT COUNTY PUBLIC EMPLOYEES'  
ASSOCIATION

  
Karen Maedke, Vice President