

**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
CITY OF SEATTLE
AND
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 77**

RE: Juneteenth Holiday and Indigenous Peoples' Day

This Memorandum of Understanding (MOU), regarding the implementation of Juneteenth and Indigenous Peoples' Day as City holidays is made and entered into by and between the City of Seattle (City and IBEW Local 77, (Union), (collectively, the Parties).

Subject to approval of this MOU by a majority of the City Council, the Parties agree that effective as of the signing of this agreement that the City will recognize Juneteenth (June 19th) and Indigenous Peoples' Day (2nd Monday in October) as paid City holidays.

The Parties agree that as IBEW Local 77 collective bargaining agreements open for bargaining that the holidays will be incorporated into each of the IBEW Local 77 agreements.

The Parties agree that the implementation/memorialization of these holidays shall be in accordance with each collective bargaining agreement's contractual language and the City of Seattle Personnel Rules regarding paid City holidays.

IBEW local 77 agrees that this MOU fulfills the City's bargaining obligations with respect to establishing these holidays.

This constitutes the entire agreement between the parties regarding the subject matter herein and all parties acknowledge that there are no side agreements, written, oral, or otherwise. No modification to this agreement is valid unless in writing and signed by the parties.

Signed this ____ day of ____ 2022

CITY OF SEATTLE

IBEW LOCAL 77

Bruce A. Harrell
Mayor

Steve Kovac, Local 77
Business Representative

Sascha Sprinkle, City of Seattle
SDHR, Labor Negotiator

Executed under the authority
of Ordinance _____