

**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 19<sup>th</sup>) and Indigenous Peoples’ Day (2<sup>nd</sup> 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 \_\_\_\_\_