

**Memorandum of Understanding
By and Between
The City of Seattle
and
The Seattle Fire Chief's Association, International Association of Firefighters Local 2898
Regarding Juneteenth and Indigenous Peoples' Day**

This Memorandum of Understanding (MOU) regarding implementation of Juneteenth and Indigenous Peoples' Day as City holidays is made and entered into by and between the City of Seattle (City) and IAFF Local 2898, (Union) (collectively, the Parties).

- A. In order to implement and administer Juneteenth and Indigenous Peoples' Day as City holidays for members of the bargaining unit represented by the Union, the Parties agree that subject to approval of this MOU by a majority of the City Council, Article 7 of the current collective bargaining agreement (CBA) between the City and the Union shall be modified as follows:

7.1.2 The following days shall be holidays:

- New Year's Day (January 1)
- Martin Luther King Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Memorial Day (last Monday in May)
- Juneteenth (June 19th)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Indigenous Peoples' Day (second Monday in October)
- Veteran's Day (November 11)
- Thanksgiving Day (fourth Thursday of November)
- Day After Thanksgiving Day
- Christmas Day (December 25)

7.1.2.1 Employees working an average forty (40) hour work week are required to use vacation leave equivalent to the number of regular scheduled hours (for example, if working four 10-hour days per week, must submit vacation leave for 10 hours; if working five 8-hour days per week, must submit vacation leave for 8 hours) on the following holidays:

- New Year's Day (January 1)
- Martin Luther King Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Veteran's Day (November 11)
- Thanksgiving Day (fourth Thursday of November)
- Day After Thanksgiving Day
- Christmas Day (December 25)

~~New Year's Day~~
~~Martin Luther King's Birthday~~
~~Presidents' Day~~
~~Memorial Day~~
~~Independence Day~~
~~Labor Day~~
~~Veteran's Day~~
~~Thanksgiving Day~~
~~Day After Thanksgiving Day~~
~~Christmas Day~~

7.1.2.2 Employees working an average forty (40) hour workweek shall have the holiday off on Juneteenth and Indigenous Peoples' Day and shall use the holiday payroll leave code (currently HA) for these two holidays off.

7.1.4 Admin Employees who are required to work on holidays in 7.1.2 shall be paid one and one-half (1½) times the employee's regular rate of pay for all hours worked and, in addition, another day off will then be rescheduled. For the rescheduled holiday off, the member must submit vacation leave per Section 7.1.2.1.

- B. This MOU is the entire agreement of the parties. There are no written or oral representations, understandings, promises, or agreements directly or indirectly related that are not incorporated.
- C. This MOU fulfills the Parties' collective bargaining obligations with respect to establishing these holidays.
- D. This MOU shall become effective on the final date of the parties' signatures, which shall occur after a majority of the City Council has approved this MOU and authorized its execution.

For IAFF Local 2898

For the City of Seattle

Tom Walsh, President Date

Bruce Harrell, Mayor Date

Executed under the authority
of Ordinance _____