Memorandum of Understanding
Between
Thurston County
and
AFSCME Locals 618-CO, 618-T, and 618-DC

Implementation of Juneteenth in 2022

During the 2021 legislative session, Washington State adopted June 19th as a state paid holiday. Commonly referred to as "Juneteenth," this holiday commemorates when the last enslaved African Americans learned they were free in 1865 in Galveston, Texas, two years after the Emancipation Proclamation.

The parties' collective bargaining agreements expire on December 31, 2022, and, absent mutual agreement, do not currently recognize Juneteenth as a holiday. Due to the importance of recognizing this holiday and until the existing agreements are subject to renegotiation, the parties agree to the following:

Agreement

1. In 2022, Juneteenth will be observed in accordance with all existing rules and agreements related to paid holidays.

2. This agreement is non-precedent setting. The parties understand that bargaining for the successor to the 2020-2022 collective bargaining agreement will include negotiations over how to incorporate on-going inclusion of this holiday.

By their signatures below, the parties acknowledge their understanding and acceptance of this agreement:

/S/ via email	11/4/2021
Theresa Garza, Chapter Chair, Local 618-DC	Date
/S/ via email	11/4/2021
Mary Kincy, Chapter Chair, Local 618-CO	Date
/S/ via email	11/9/2021
Kris Asche, Chapter Chair, Local 618-T	Date
/S/ via email	11/8/2021
Hannah Hollander, AFSCME Staff Representative	Date
Maria Aponte	11/10/2021
Maria Aponte, Director, Human Resources	Date