Memorandum of Understanding
By and Between
Thurston County,
and
AFSCME/WSCCCE Local 618-CO (Courthouse)

Re: **Eliminating the "WPSL First" Rule from Article 13.2.B, Effective January 1, 2022**

On January 1, 2018, the Washington State Paid Sick Leave (WPSL) law, RCW 49.46.210, went into effect, creating a separate type of paid sick leave for Thurston County employees. Under County policy and Article 13.2.B of the 2020-2022 Collective Bargaining Agreement, employees in the Local 618-CO bargaining unit have been required to apply any accrued WPSL hours first to sick leave absences before using accrued traditional sick leave hours. This is commonly referred to as the "WPSL first" rule.

Based on guidance from the Washington State Department of Labor and Industries, the County has revised county policy to remove the WPSL first rule. To ensure a consistent practice for all employees, the parties agree to remove the rule from the collective bargaining agreement by making the following change to Article 13.2.B, effective January 1, 2022:

B. Sick leave with pay for regular employees may be authorized and paid for the hours the employee was regularly scheduled to work on that day. Accrued WPSL hours ~~will be applied until exhausted, before~~and regular sick leave hours (or alternative leave hours, for those on the alternative leave plan) are applied to the absence at the employee's discretion. Each day or partial day absence covered by WPSL leave, in full or in part, will be covered by WPSL protections regarding discrimination, retaliation and medical verification requirements.

The parties agree to incorporate this change into the successor to the 2020-2022 Collective Bargaining Agreement.

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

For Thurston County: For AFSCME/WSCCCE Local 618-CO:

_____   ___/S/ via email   12/29/2021_____
Maria Aponte   Mary Kincy
Human Resources Director   Chapter Chair

_____   ___/S/ via email   1/6/2022_____
Debbie Brookman   Hannah Hollander
Labor Relations Negotiator   Staff Representative