

**Memorandum of Understanding  
Between  
Thurston County,  
Thurston County Superior Court  
and  
WSCCCE/AFSCME Council 2, Local 618, Court Security**

**Implementation of Juneteenth in 2022**

During the 2021 legislative session, Washington State adopted June 19<sup>th</sup> 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 agreement is 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:

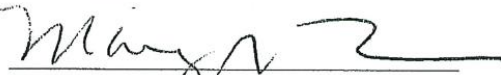
**WSCCCE/AFSCME Council 2:**

SIGNED FOR THE UNION:

 2-28-22  
\_\_\_\_\_  
Aaron Cole, Staff Representative

**THURSTON COUNTY  
SUPERIOR COURT**

SIGNED FOR THE COURT:

  
\_\_\_\_\_  
Presiding Judge

  
\_\_\_\_\_  
Superior Court Administrator

**THURSTON COUNTY**

SIGNED FOR THE COUNTY:

  
\_\_\_\_\_  
Human Resources Director

  
\_\_\_\_\_  
Labor Relations Negotiator