

MEMORANDUM OF UNDERSTANDING

By and between
Thurston County and the Thurston County Sheriff's Office
And
AFSCME/WSCCCE Local 618-CD

Re: Seniority Date Tiebreakers

It has come to the parties' attention that current contract language on the breaking of seniority date ties does not sufficiently cover every potential scenario where a tiebreaker may be needed. To remedy language which is not reflected, the parties agree to this clarification to Article 7.2 (changes are underlined):

Agreement

7.2 APPLICATION OF SENIORITY

Seniority within classification shall be the ruling factor in cases of promotion and transfer when ability, competency and experience are equal. Should seniority dates otherwise be identical, seniority shall be determined by entrance and ranking on the Civil Service eligibility list.

If the seniority tiebreaker is not applicable because a lateral candidate and an entry level candidate are hired on the same date off separate Civil Service eligibility lists, the lateral candidate will be determined to be more senior.

By their signatures below, the parties acknowledge their understanding and acceptance of this change.

Agreed to on February 10, 2021


Thurston County & Sheriff's Office:

Thurston County Corrections Union:


Ray Brady, Undersheriff


Tim Binschus, Local 618-CD President


Debbie Brookman, Labor Relations

DocuSigned by:
 2/10/2021
Aaron Cole, Union Staff Representative
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