

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland

and

Local 2545, International Association of Fire Fighters

Amendment to the Rehire of Unvaccinated Firefighters MOU

March 2023

This Amendment to the Rehire of Unvaccinated Firefighters Memorandum of Understanding ("MOU") is supplemental to the Collective Bargaining Agreement ("CBA") by and between the City of Kirkland, Washington, ("Employer"), and Local 2545, International Association of Fire Fighters ("Union").

1. In December 2021, the parties agreed to a MOU titled "Rehire of Unvaccinated Firefighters" (Rehire MOU) to create a pathway to rehire unvaccinated firefighters separated from employment under certain circumstances. Subsequently, the parties' signed a Letter of Agreement to clarify those who were eligible for reinstatement under the terms of the Rehire MOU.
2. Consistent with the Rehire MOU and the parties' letter of agreement, the City provided notice to eligible firefighters that there had been a change in the vaccination requirements applicable to the them. On February 14th, 2023, and March 14th, 2023, the Civil Service Commission certified lists of those firefighters eligible for reinstatement.
3. The City of Kirkland has offered employment to all individuals on the reinstatement lists.
4. The parties now agree to clarify the terms of re-employment for those eligible for rehire under the Rehire MOU and to establish terms for sunseting the Rehire MOU:
 - a. All individuals eligible for rehire must confirm their intent to be reinstated, complete rehire actions (background check, medical, physical), and sign their reinstatement letters to confirm their rehire start date by May 1st, 2023.
 - b. All start dates must be on or before September 1st, 2023, with any exceptions managed on a case-by-case basis according to the individual circumstances.
 - c. The Rehire MOU will end on September 1st, 2023.
5. This MOU may be executed in counterparts and when signed by all parties, shall be binding upon the parties. Transmission of this MOU by facsimile machine or email showing the original signature of a party shall be considered an original signature and shall be binding upon the signatory party.

6. This MOU is effective immediately upon signature by all representatives and the parties acknowledge and agree to the terms and conditions set forth in the MOU as evidenced by the signature of the applicable parties below.


Kurt Triplett, City Manager
City of Kirkland

4/17/23
Date

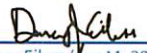

Justin Becker (Apr 10, 2023 09:10 PDT)
Justin Becker, President
IAFF Local 2545

Apr 10, 2023
Date

Approved as Negotiated:


Erin Warner (Apr 10, 2023 10:44 PDT)
Truc Dever, Human Resources Director

Approved as to Form:


Darcey Eilers (Apr 11, 2023 11:22 PDT)
Darcey Eilers, Assistant City Attorney