

Memorandum of Understanding
to the Agreement by and between
the City of Kirkland
and
Local 519, Public Employees Safety Union

Pandemic Leave
****Modification of March 16th, 2020 MOU****

November 2022

This Memorandum of Understanding ("MOU") is supplemental to the Collective Bargaining Agreement ("CBA") by and between the City of Kirkland, Washington, ("Employer"), and Local 519, Public Safety Employees Union, ("Union").

1. Members of the PSEU bargaining unit were given one (1) week of Pandemic Leave and provided access to a shared pandemic leave bank, which were authorized under the attached Memorandum of Understanding-Pandemic Leave dated March 16th, 2020.
2. The March 16th, 2020 MOU provides these benefits during the city's proclamation of emergency for the COVID-19 pandemic, stating, "benefits will be in place until such time as the city emergency proclamation for Covid-19 ends..." and "Unused pandemic leave hours expire on the date the emergency declaration ends." The MOU further states the "MOU expires on the date the city's proclamation of emergency for the COVID-19 pandemic ends."
3. The City of Kirkland ended the city's proclamation of emergency on November 1st, 2022.
4. The parties agree to provide the pandemic leave benefits through December 31, 2022. The parties, therefore, agree to:
 - a. modify the expiration date of the March 16th, 2020 MOU from the end of the city's emergency proclamation to instead be December 31st, 2022.
 - b. modify the last sentence of the second paragraph, preceding the numbered list, to state, "The following benefits will be in place until December 31, 2022:"
 - c. modify the second sentence of the first numbered section to state, "Unused pandemic leave hours will expire December 31, 2022."

Except as explicitly modified herein, all provisions within the March 16th, 2020 MOU remain in full force and effect

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 Date
City of Kirkland 11/21/22


Dustin Frederick (Nov 21, 2022 14:48 PST) Nov 21, 2022
Dustin Frederick, Business Manager Date
PSEU 519

Approved as Negotiated:


Truc Dever (Nov 21, 2022 14:27 PST)
Truc Dever, Human Resources Director

Approved as to Form:


Darcey Eilers (Nov 21, 2022 15:13 PST)
Darcey Eilers, Assistant City Attorney