

Memorandum of Understanding
by and between
the City of Kirkland
and
Teamsters Local 763

2023 Juneteenth Holiday

May 2023

This Memorandum of Understanding (MOU) is entered into to document the mutual agreement between the City of Kirkland, Washington ("Employer") and Teamsters Local 763, ("Union").

1. Washington State and the federal government recognize June 19th as a paid holiday, commonly referred to as Juneteenth. This holiday commemorates June 19, 1865, when the last enslaved African Americans in Texas learned they were free, two and a half years after President Lincoln's Emancipation Proclamation.
2. The Employer expects that the Kirkland City Council will recognize Juneteenth as a holiday in the coming weeks, and other City bargaining units have negotiated Juneteenth as a paid holiday in their ratified contracts. The parties' collective bargaining agreement does not currently recognize Juneteenth as a holiday. The inclusion of an additional holiday observed for Juneteenth requires bargained agreement and the necessary process has not yet occurred.

Therefore, the parties agree as follows:

3. The parties agree that the members of the Union in active employment as of June 19, 2023, shall be entitled to one additional paid holiday celebrating Juneteenth. In 2023, Juneteenth will be observed in accordance with all existing rules, practices, and agreements related to paid holidays.
4. This agreement is non-precedent setting and impacts only the year 2023. Members of the bargaining unit are not entitled to subsequent occurrences of Juneteenth unless included in a ratified collective bargaining agreement. The parties understand that bargaining for a successor collective bargaining agreement will include negotiations over how to incorporate on-going inclusion of this holiday.
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 this MOU as evidenced by the signatures of the applicable parties below.

Signed this 25 day of May, 2023.

FOR THE CITY:


Kurt Triplett, City Manager
City of Kirkland

FOR THE UNION:


Chad Baker (May 19, 2023 13:40 PDT)
Chad Baker, Secretary-Treasurer
Teamsters Local 763

Approved as Negotiated:


Truc Dever (May 19, 2023 13:29 PDT)
Truc Dever, Human Resources Director

Approved as to Form:


Darcey Eilers (May 24, 2023 13:51 PDT)
Darcey Eilers, Assistant City Attorney