

AGREEMENT

by and between

SNOHOMISH COUNTY, WASHINGTON

and

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS UNION, LOCAL #2597
ADDENDUM TO SUCCESSOR AGREEMENT TO JANUARY 1, 2018 THROUGH
DECEMBER 31, 2021 AGREEMENT

THIS ADDENDUM NO. 1 TO SUCCESSOR AGREEMENT TO THE JANUARY 1, 2018 TO DECEMBER 31, 2021 AGREEMENT is entered into by and between the COUNTY OF SNOHOMISH, WASHINGTON, hereinafter referred to as the Employer, and THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS UNION, LOCAL #2597, hereinafter referred to as the Union, for the purpose of adding Juneteenth (June 19th) as an officially recognized County holiday while the parties continue negotiations for a complete Successor Agreement.

NOW, THEREFORE, the parties agree as follows:

1. It is expressly agreed by the parties that this Addendum No. 1 is intended to immediately add Juneteenth (June 19th) as an officially recognized County holiday. This holiday will be added to the existing holidays as outlined in Article 7, Section 7.3 of the January 1, 2018 through December 31, 2021 Collective Bargaining Agreement (the "CBA") between the parties. As such, the provisions in this Addendum No. 1 shall be implemented immediately and shall be considered part of the CBA moving forward until the successor collective bargaining agreement to the CBA (the "Successor CBA") has been implemented.
2. Beginning on the date of full ratification of this Addendum, Section 7.3 of Article 7 of the Successor CBA shall be agreed to and implemented and shall read as follows:

7.3 Employees normally assigned a forty hour work schedule shall receive holiday pay for the following County observed holidays:

New Year's Day	First day of January
Martin Luther King's Birthday	Third Monday of January
President's Day	Third Monday of February
Memorial Day	Last Monday of May
<u>Juneteenth</u>	<u>Nineteenth Day of June</u>
Independence Day	Fourth Day of July
Labor Day	First Monday of September
Veteran's Day	Eleventh Day of November
Thanksgiving Day	Fourth Thursday of November
Day after Thanksgiving	Day immediately following Thanksgiving

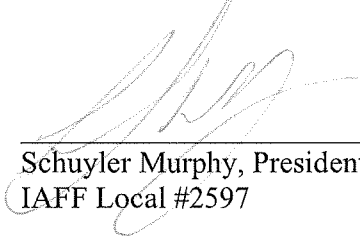
Christmas Day

Twenty-Fifth Day of
December

When any such holiday occurs on a Saturday, the holiday will be observed on the preceding Friday, and when the holiday occurs on a Sunday, the holiday shall be observed on the following Monday.

IN WITNESS WHEREOF, the parties hereto have set their hand this 6th
day of June, 2022.

FOR THE UNION



Schuyler Murphy, President
IAFF Local #2597

FOR THE EMPLOYER

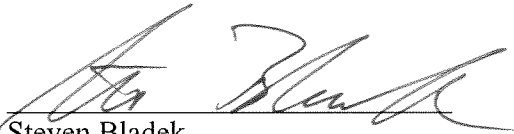
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Klein, Kenneth
Dave Somers
County Executive


Megan Dunn
Chairperson of County Council

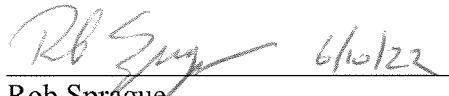
ATTEST:


Debbie Eco, CMC
Clerk of the Council

APPROVED AS TO FORM:


Steven Bladek
Deputy Prosecuting Attorney

COUNCIL USE ONLY	
Approved	<u>6/6/2022</u>
ECAF #	<u>2022-0579</u>
MOT/ORD	<u>Motion 22-243</u>


Rob Sprague
Human Resources Deputy Director