

KITTITAS COUNTY
Human Resource Department

AGENDA STAFF REPORT

AGENDA DATE: April 19, 2011

ACTION REQUESTED: **REQUEST TO APPROVE MEMORANDUM OF UNDERSTANDING
WITH AFSCME LOCAL 792-CH (COURTHOUSE UNION)**

BACKGROUND: AFSCME Local 792-CH represents the interests of clerical staff employed by various Kittitas County Departments, including the Solid Waste Department.

Solid Waste has historically employed Seasonal Scale House Attendants to fill in at the Transfer Stations and Ryegrass Facility when regular employees were absent. However, as identified in the Kittitas County Personnel Policies and in the Collective Bargaining Agreement, a Seasonal Employee is limited to six (6) consecutive months of employment per year. Since employee absences do not follow such limitations, it has been determined that a Seasonal Employee is insufficient for the operational needs of the Solid Waste Department.

Kittitas County and representatives of Local 792-CH have come to a mutual agreement to replace the Seasonal position with one defined as "Casual". As identified in the Kittitas County Personnel Policies, a Casual Employee works on an intermittent and/or unpredictable basis. While policy does not specify a cap on hours, the Union has requested that this position work no more than 1,040 hours per calendar year.

The attached Memorandum of Understanding recognizes the agreement between Kittitas County and Local 792-CH to employ a Casual Scale House Attendant in the Solid Waste Department.

INTERACTION: Lisa Young, Human Resource Director
Patti Johnson, Solid Waste Director
Zera Lowe, Deputy Prosecuting Attorney
Tom Cash, Staff Representative (Local 792-CH)
Kittitas County Board of County Commissioners

RECOMMENDATION: The Human Resource Department recommends approval of the attached Memorandum of Understanding.

HANDLING: Return 2 original(s) to HR

ATTACHMENTS: Memorandum of Understanding

****Signed originals to arrive prior to Agenda date****

LEAD STAFF:

Lisa Young, Human Resource Director