



## Kittitas County Human Resources

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### **MEMORANDUM OF UNDERSTANDING** **BETWEEN KITTITAS COUNTY AND AFSCME LOCAL 792-CH** **FOR HIRING OF CASUAL EMPLOYEE**

This Memorandum of Understanding ("MOU") is entered into between Kittitas County and Washington State Council of County and City Employees, AFSCME Local 792-CH, for the purpose of establishing the following:

The Kittitas County Solid Waste Department employs full-time (regular) Scale House Attendants who work at multiple facility locations, including the Ellensburg Transfer Station, Cle Elum Transfer Station, Ryegrass Landfill, and occasionally in the main office. These employees are members of Local 792-CH. Because there are multiple locations that require a Scale House Attendant's presence, and there are a limited number of such employees to operate these facilities, when a regular Scale House Attendant is absent, it creates a staffing shortage. An absence, or temporary vacancy, may occur due to any of the following:

- 1) A regular Scale House Attendant requests to use any available forms of leave;
- 2) A regular Scale House Attendant has the opportunity to attend training or work-related meetings/conferences; or,
- 3) The County is in the process of filling a regular Scale House Attendant position and the previous employee has already departed.

The current Collective Bargaining Agreement recognizes "Seasonal" status as an employee category which is exempt from the Union; however, the employment of "Seasonal" Employees is limited in duration to six (6) consecutive calendar months each year. The Solid Waste Department has historically employed a Seasonal Scale House Attendant to fill in for absent full-time Scale House Attendants when needed; however, temporary vacancies occur throughout the year.

The Employer and the Union recognize the value of having access to leave benefits and training, and both acknowledge the time it takes to replace a regular Scale House Attendant who has left employment. Additionally, they understand the hardship these temporary vacancies cause for other employees of the Solid Waste Department. Therefore, the intent of this MOU is for the County to hire a non-Union employee in the "Casual" employee category as recognized by the Kittitas County Personnel Policies, instead of a non-Union employee in the "Seasonal" category also recognized by the County's Personnel Policies.

A "Casual Employee" is defined by the Kittitas County Personnel Policies as an employee who has established an employment relationship with Kittitas County but who is assigned to work on an intermittent and/or unpredictable basis. While receiving all legally mandated benefits (such as workers' compensation and social security), the Casual Employee is ineligible for insurance and accrued leave benefits. The Casual Employee may be eligible for other benefit programs depending upon the terms, conditions and limitations of each program. A Casual Employee will be notified by the date of hire of the



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"at will" nature of his or her employment. The Casual Employee will work intermittently throughout the year instead of being limited to six (6) consecutive calendar months; however, under this agreement they will be limited to a maximum of 1,040 hours per calendar year.

Both parties have agreed that hiring a "Casual Employee" is a mutually beneficial solution. It is understood that this position will not be used to supplant Union work; meaning, the Casual employee will only be used to fill temporary Scale House Attendant vacancies due any of the reasons listed above, and will not be asked to work in addition to regular staff.

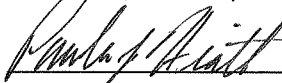
This MOU is effective beginning April 19, 2011; will remain in effect for the duration of the current collective bargaining agreement; and will be subject to adoption in the next collective bargaining agreement, upon agreement of the parties at that time.

By acceptance and signature below, both parties agree that these solutions were reached through mutual understanding.

DATED this 19<sup>th</sup> day of April, 2011.


FOR THE UNION:

  
Tom Cash, Staff Representative

  
Paula Hatt, President, Local 792-CH

FOR THE EMPLOYER:

  
Paul Jewell, Chairman

  
Alan Crankovich, Vice Chairman

  
Obie O'Brien, Commissioner