Human Resources Department
City of Bellingham

Letter of Agreement

December 28, 2020

This letter is to memorialize an agreement between the City of Bellingham and the What-Comm Dispatcher's Guild to clarify an ambiguity in contract language 13.3.1 regarding how employees bid shifts for protected weekends. The word "employees" in 13.3.1 does not distinguish between a dispatcher and a supervisor. It is the shared understanding of both parties that employees and supervisors bid for protected weekends separately. As such, an employee and a supervisor may be on a protected weekend at the same time.

In signing this agreement, the parties agree that:

A This agreement applies to all What-Comm Guild members.

B The language in Article 13.3.1 will be amended as follows:

> **13.3.1** For the 2021 and 2022 work schedules, employees may designate two "weekends" per calendar year that are attached to individual days of bid vacation during their annual vacation bid to be protected as bid vacation for mandation and recall compensation. Once designated the "weekend" cannot be changed. For the purposes of this article, a weekend is two or three consecutive regularly scheduled days off. Only ~~employee~~ one Dispatcher and one Supervisor may designate the same calendar day as protected, regardless of shift.

C This agreement will automatically sunset on December 31, 2022.

D The parties intend for this agreement to supersede Article 13.3.1 in the Collective Bargaining Agreement between the City of Bellingham and What-Comm Dispatcher's Guild for the period identified in paragraph C above.

This agreement is made cooperatively between the City of Bellingham and the What-Comm Dispatcher's Guild.

Scott ~~Grunhard~~ GRUNHARD Date 1/5/21
Director, What-Comm

Katherin Mitchell 1/1/2021
Katherin Mitchell Date
What-Comm Dispatcher's Guild President

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