

1 MEMORANDUM OF UNDERSTANDING

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3 THIS MEMORANDUM OF UNDERSTANDING SETS FORTH THE FOLLOWING  
4 AGREEMENT BETWEEN THE WASHINGTON FEDERATION OF STATE EMPLOYEES  
5 LOCAL 931 (THE "UNION") AND EASTERN WASHINGTON UNIVERSITY (THE  
6 "UNIVERSITY") PURSUANT TO ARTICLE 5 OF THE CURRENT COLLECTIVE  
7 BARGAINING AGREEMENT (CBA) BEGINNING JULY 1, 2017.  
8

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10 **The parties agree that:**

11  
12 Work schedule changes for employees working in Rozell Plant Operations, otherwise known as  
13 the Steam or Boiler Plant will be as follows:  
14

15 1. Steam/Boiler Plant Schedules.

- 16  
17 a. Employees who work in the Rozell Steam/Boiler Plant, in the positions of  
18 Stationary Engineer and Chief Engineer, may be assigned to work a schedule that  
19 consists of four (4) consecutive uniformly scheduled days with twelve (12) hours  
20 of work each day, to be followed by four (4) consecutive days off  
21  
22 b. Employees will have four (4) consecutive work weeks consisting of forty eight  
23 (48) hours followed by four (4) consecutive work weeks consisting of thirty six  
24 (36) hours of work  
25  
26 c. The schedule will rotate every eight (8) weeks at which time employees will  
27 move from the day shift to the night shift or vice versa. After sixteen (16) weeks,  
28 the schedule will begin again  
29  
30 d. Presently, the day shift will begin at 6:00am and end at 6:30pm. The night shift  
31 will begin at 6:00pm and end at 6:30am, subject to change in the future. The  
32 additional one-half (1/2) hour is to allow for the necessary shift change-over and  
33 exchange of information between crews.  
34  
35 e. There will be four work crews with two (2) employees on each scheduled shift,  
36 subject to change in the future. Attached to this memorandum is an example of  
37 the rotation of the work schedule for four (4) work crews  
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39 f. Employees will receive overtime or compensatory time for all hours worked  
40 beyond forty (40) hours in a work week  
41  
42 g. Crews will be determined by the University and an attempt will be made to pair a  
43 more senior employee with a junior employee on each shift  
44  
45 h. Employees will receive a one-half (1/2) hour unpaid meal period no later than at  
46 the end of each five hours worked for a total of two (2) one-half (1/2) hour unpaid

1 meal periods during the twelve (12) hour shift which the University may stagger  
2 with the other crew member to ensure proper coverage.

- 3  
4 i. Employees will also receive a paid fifteen (15) minute rest period for each four  
5 (4) hours worked for a total of three (3) rest periods during a twelve (12) hour  
6 shift.  
7  
8 j. Article 28, Holidays, of the July 1, 2019 to June 30, 2021 CBA between EWU  
9 and WFSE will become effective for the employees who qualify for the twelve  
10 (12) hour schedule provided under this Memorandum of Understanding upon  
11 implementation.  
12

13 2. In the event an employee calls out for a scheduled work shift, if no replacement is  
14 available, the employee on shift will not be responsible for the maintenance portion of the  
15 work and will be focused on maintaining normal plant operations

16  
17 a. When working alone on a scheduled shift, due to the nature of plant operations,  
18 the employee will work a straight shift and will not receive an unpaid meal period  
19 if no relief is available  
20

21 b. Employees will be allowed to eat intermittently as time allows during their shifts  
22 while remaining on duty. Where the nature of the work allows employees to take  
23 intermittent rest periods equivalent to fifteen (15) minutes for each four hours  
24 worked, scheduled rest periods are not required  
25

26 3. All other issues regarding hours of work and overtime for employees will be in handled  
27 in accordance with Article 20 of the current CBA and all issues will be determined in  
28 accordance with the terms and conditions of the current CBA  
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33 THE WASHINGTON FEDERATION OF  
34 STATE EMPLOYEES LOCAL 931

35  
36 BY: Ron Heley

37  
38 Ron Heley, Labor Advocate

39  
40 DATE: 04/16/19

EASTERN WASHINGTON UNIVERSITY

BY: Joseph Fuxa

Joseph Fuxa, Labor Relations Manager

DATE: 4-16-19