

## LETTER OF AGREEMENT

THE PURPOSE OF THIS LETTER OF AGREEMENT FOR THE FOLLOWING AGREEMENT BETWEEN PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL1948, EDMONDS CHAPTER AND THE EDMONDS SCHOOL DISTRICT PURSUANT TO THE CURRENT COLLECTIVE BARGAINING AGREEMENT.

The following sections shall be amended in the Collective Bargaining Agreement.

### Section 4.9.1. Association Business Leave.

Employees who are duly authorized by the Association and District shall be granted Association business release time up to a maximum of ten (10) days per school year, for the purpose of conducting Association business not related to the District. The Association shall reimburse the District the cost of the employees' wages and benefits. Six (6) of these days must be taken in whole or half days. The remaining four (4) days may be utilized in one (1) hour increments by up to three (3) previously identified and approved Association members for the purposes of supporting 4.13 of this agreement.

### Section 4.12. COPE Contribution (Committee on Political Empowerment).

Upon the receipt of written authorizations that comply with the applicable Public Disclosure Commission regulations, the Employer agrees to deduct and transmit to the Union a specified amount from each employee's pay, subject to the voluntarily executed COPE payroll authorization form.

### Section 4.13 Indemnification

The Union agrees to indemnify, defend, and hold harmless the District (including its officers, directors, agents, employees, and representatives) from all claims, demands, suits, penalties, fines, sanctions, payments or any other forms of liability (including payments to employees for wrongfully withheld wages), related to any payroll deductions or pursuant to this Article, including claims related to the processing of authorizations or authorization withdrawals.

### Section 4.14.

New employees will be provided an opportunity to meet with a PSE representative for thirty (30) minutes during the first ninety (90) days of the employee's start date. The thirty (30) minutes will occur during the new employee's work shift as paid time. These opportunities will occur during new employee orientation when possible.

## **ASSOCIATION MEMBERSHIP AND CHECKOFF**

### Section 14.1.

Each employee subject to this Agreement, who, on the effective date of this Agreement, is a member of the Association in good standing may maintain membership in the Association in good standing.

### Section 14.2.

The District will notify the Association of all new hires within fifteen (15) working days of the hire date.

**Section 14.5. Dues Deduction.**

Upon receipt of written notification from PSE of an employee's authorization to deduct membership dues, the District shall deduct PSE dues from the pay of an employee who authorizes such deductions pursuant to RCW 41.56.110. The District shall transmit all such funds deducted to the Treasurer of the Public School Employees of Washington on a monthly basis. Written notification from PSE must be received by the first workday of the month in which dues will be deducted from the employee's pay.

PUBLIC SCHOOL EMPLOYEES OF  
WASHINGTON/SEIU LOCAL 1948  
EDMONDS CSS CHAPTER #1127

EDMONDS SCHOOL DISTRICT #15

//Anna Bloomquist//

BY: \_\_\_\_\_  
Anna Bloomquist, Chapter President

//Mark W. Roschy//

BY: \_\_\_\_\_  
Mark Roschy, HR Classified Director

Nov. 5, 2019

DATE: \_\_\_\_\_

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