

MEMORANDUM OF UNDERSTANDING (MOU)

Between

Pasco School District (Hereinafter referred to as "Employer")

And

International Union of Operating Engineers Local 280 (Hereinafter referred to as "Union")

Subject: Alternate Holidays (section 13.1 et al)

Purpose: This Memorandum of Understanding outlines the agreement between the Pasco School District and the IUOE regarding the allowance of IUOE employees to switch the identified holiday day off at Christmas and New Years'.

Section 13.1.1 identifies the Day preceding or following Christmas and the Day preceding or following New Years Day as holidays. The 2025-2026 calendar for IOUE employees identifies December 26, 2025, as the day off for Christmas and January 2, 2026, as the day off for New Years.

For the 2025-2026 school year, the District is allowing IUOE employees to self-select alternate holidays of December 24, 2025 (replacing December 26, 2025) and/or December 31, 2025 (replacing January 2, 2026). The alternate selections must be made in writing to the employee's supervisor prior to September 1, 2025.

If the employee self-selects to switch their holidays, their pay for working on the calendared holidays of December 26 and/or January 2 will be paid at their normal wages and not 2 ½ times as listed in Section 13.1.3.

This MOU shall become effective upon the signature of both parties and shall remain in effect until January 3, 2026, or until amended or rescinded by mutual agreement.



Date 5/5/25

Jen Johnson – Executive Director of Labor Relations for Pasco School District



Date 5/05/2025

Berta Chavez – Business Representative IUOE Local 280