

**MEMORANDUM OF AGREEMENT  
AMENDING 2023-2024 CBA PROVISIONS RELATING TO BILINGUAL  
PREMIUM AND BILINGUAL PREMIUM PROCESS STEPS**

THIS MEMORANDUM OF AGREEMENT (MOA) is entered into by the County of Yakima, hereinafter referred to as the “Employer,” and Council 2, of the Washington State Council of County and City Employees, representing, Local 87, 87P, and 87PS, American Federation of State County and Municipal Employees, AFL-CIO, hereinafter referred to as the “Union.”

THE PURPOSE of this MOA is to reflect that the parties have agreed to hold the Bilingual Premium provision and the Bilingual Premium Process Steps Exhibit “D” in abeyance and not implement these provisions until further negotiations have been conducted addressing bilingual topics.

THE PARTIES AGREE AS FOLLOWS:

Article 10 – Wages, Section 10.5 Bilingual Premium and Exhibit “D” Bilingual Premium Process Steps shall not be implemented and shall be held in abeyance for the parties to conduct negotiations regarding the procedures, impacts and administration of this benefit.

The parties have authorized their representatives to sign this MOA on this 7<sup>th</sup> day of March, 2023.

**FOR THE UNION:**

**FOR THE EMPLOYER:**

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Eddie Allan, Vice President  
Council 2, Washington State Council  
of County and City Employees

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Anthony Menke, Management labor attorney and  
chief negotiator

**Adopted Copy Available at  
Yakima County Human Resources  
128 N. 2<sup>nd</sup> Street, Room B27  
Yakima, WA 98901**