

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

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 CBA commonly being referred to as the AFSCME Master Courthouse CBA).

THE PURPOSE OF THIS MOA is to modify and supersede the provisions of the MOA entered into between the parties on March 7, 2023 and the current Bilingual Section 10.5 and Exhibit “D” of the CBA. The basis of this MOA is that the parties, inclusive of the AFSCME Representatives, the Elected Officials, the Department Heads, the HR representative and the management labor attorney, met to discuss the bilingual premium and process provisions reflected in the current CBA in Section 10.5 and in Exhibit “D”. Based on the discussions between the parties and a subsequent meeting between the Executive Committee (HR, Finance, PA and management labor attorney) with the Board of County Commissioners, it was determined by all the parties that it would be best to not implement the terms and conditions of the Bilingual Section 10.5 and Exhibit “D” of the CBA because of the diversity of past practices and procedures involving each of the Departments covered by the current CBA. The parties concluded that a single approach as addressed in the combination of Section 10.5 and Exhibit “D” will not work efficiently and effectively for each and every affected Department. The parties believe it is in the best interests of the Departments and employees within each of those Departments to continue with the current Department by Department past practices for the term of the CBA (2023-2024). The parties further believe it is most beneficial to proceed with negotiating new provisions in lieu of Section 10.5 and Exhibit “D” in the fall of 2024 for implementation during the successor 2025 and beyond CBA. This will enable the parties to address the specific needs and practices of each Department and the affected employees in each Department.

THE PARTIES AGREE AS FOLLOWS:

- (1) Article 10 – Wages, Section 10.5, Bilingual Premium and Exhibit “D” Bilingual Premium Process Steps shall not be implemented.
- (2) When 2025 negotiations commence in the fall of 2024, the parties shall include the bilingual premium pay and bilingual process topic with the other topics to be addressed by both parties for a 2025 and beyond CBA. It is contemplated that the parties will address each Department’s practices and bilingual needs within the 2025 and beyond AFSCME Master Courthouse CBA.

The parties have authorized their representatives to sign this MOA on this ___ day of June, 2023.

FOR THE UNION:

Dusty Morford, Staff Representative
Council 2, Washington State Council
of County and City Employees

FOR THE EMPLOYER:

Anthony Menke, Management labor attorney and
chief negotiator

Adopted Copy Available at
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