

**LETTER OF AGREEMENT
BY AND BETWEEN
WHATCOM COUNTY, WASHINGTON
AND
WASHINGTON STATE NURSES ASSOCIATION**

2021 Vacation Accruals

This Letter of Understanding is by and between Whatcom County ("the County") and the Washington State Nurses Association ("the Union") regarding the Collective Bargaining Agreement ("CBA") dated January 1, 2021 – December 31, 2022.


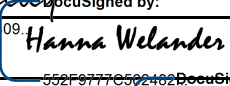
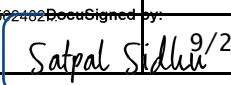
The County and the Union acknowledge the workload demands related to the COVID-19 pandemic and reopening plans have continued to disproportionately impact some County employees' ability to take time off work.

The purpose of this LOU is to set forth the agreement concerning the one-time ability to carry forward unused vacation beyond the two hundred forty (240) limit in Section 6.2.2 Maximum Accrual & Carryover of the CBA and a one-time cash out option.

The parties, therefore, agree as follows:

1. Employees may accrue and carry forward to 2022 an additional forty (40) hours of vacation accruals to a maximum of two hundred and eighty (280) hours of vacation on a one-time basis only.
2. The maximum will revert to two hundred and forty (240) hours for the maximum vacation accrual applied on December 31, 2022.
3. Employees with vacation anticipated to be above the two hundred and eighty (280) hour maximum can cash out up to forty (40) hours of vacation accruals. Requests for cash out must be submitted no later than the end of the business day on November 30, 2021.
4. Any accrued but unused vacation hours above the two hundred and eighty (280) hour maximum at the end of the business day on December 31, 2021 shall be forfeited.
5. Any disputes regarding application of this LOU are subject to the CBA grievance procedure.
6. This LOU may be amended at any time with mutual agreement of the County and the Union.

The foregoing being the agreement of the Parties is in addition to such other provisions in the CBA.

Name	Signature	Date
Melissa Keeley, HR Manager	 DocuSigned by: 39CB3D6E2C93409	9/28/2021
Hanna Welander, Nurse Representative	 DocuSigned by: 552F9777C592462	9/28/2021
Satpal Sidhu, County Executive	 DocuSigned by: 1192C7C18B664E3...	9/28/2021

Approved as to Form:

DocuSigned by:

George Roche, Senior Civil Deputy Prosecuting Attorney

9/28/2021

Date