

1 LETTER OF AGREEMENT

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3 THE PURPOSE OF THIS LETTER OF AGREEMENT IS TO SET FORTH THE FOLLOWING
4 AGREEMENT(S) BETWEEN PUBLIC SCHOOL EMPLOYEES OF FEDERAL WAY, AN
5 AFFILIATE OF PUBLIC SCHOOL EMPLOYEES OF WASHINGTON/SEIU LOCAL 1948, AND
6 THE FEDERAL WAY SCHOOL DISTRICT #210. THIS AGREEMENT IS ENTERED INTO
7 PURSUANT TO ARTICLE XVIII, SECTION 18.3 OF THE CURRENT COLLECTIVE
8 BARGAINING AGREEMENT.

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10 The parties agree to amend section 8.8 as follows (see new language in **bold**):

11 Section 8.8

12 In the event of an unusual circumstance such as inclement weather, failure of plant operation,
13 etc., which is beyond the control of the District and which would cause school closure, then the
14 District shall make every effort to notify all employees to refrain from coming to work. No
15 employee will be entitled to any compensation in the event the employee reports to work when
16 such a circumstance exists, provided the District has either contacted the employee's listed
17 phone number or released a publicly announced bulletin by 6:00 a.m. or at least one (1) hour
18 prior to the employee's starting time, whichever time is later. If the District fails to issue a
19 bulletin or make contact with the employee in the event of school closure and an employee
20 reports to work, then the District will compensate said employee with a minimum of two (2)
21 hours pay at the base rate. A list of radio stations, to issue notification of school closure, will
22 appear annually in the District Snow Bulletin.
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25 **For employees whose work schedule starts prior to 6:00AM, in the event that school is**
26 **canceled less than one hour prior to their start time, and in the event that they report to**
27 **work, the employee will be given the opportunity to clock in and work for at least two (2)**
28 **hours.**

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31 This Letter of Agreement shall become effective upon signatures of both parties; shall remain in effect
32 until August 31, 2022; and shall be attached to the current Collective Bargaining Agreement.
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36 PUBLIC SCHOOL EMPLOYEES
37 OF WASHINGTON/SEIU LOCAL 1948

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39 FEDERAL WAY CHAPTER #704

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42 BY: 
43 Jennifer Hoover, Chapter President

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42 FEDERAL WAY SCHOOL DISTRICT #210

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44
45 BY: 
46 Chief Human Resource Officer, David Brower

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48
49 DATE: 11-27-19

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52 DATE: November 26, 2019

