

**Memorandum of Understanding
Mid-Columbia Fire and Rescue
&
IAFF Local 1308**

EMS Unit Schedule

WHEREAS, Mid-Columbia Fire and Rescue (District) and IAFF Local 1308 (Union) are parties to a collective bargaining agreement that expires on June 30, 2022, inclusive of an EMS Unit. The parties are currently in successor bargaining.

WHEREAS, the current schedule for EMS classifications includes 12 hour shifts with alterations in day, night and swing shifts. The parties seek to change the work schedule for the EMS Unit while in successor bargaining.

THEREFORE, the District and Union agree to this Memorandum of Understanding under the following terms:

- 1) The parties agree that the EMS unit will change schedules such that employees will be assigned to a new schedule as follows:
 - A) EMS Unit classifications continue with a 7-day work week.
 - B) EMS Unit classifications will be assigned to work 12 hours shifts.
 - C) EMS Unit classifications will have 3 shifts: Days, Nights and Swing.
 - D) Day and Night shift assignment will work: 4 shifts "on" and 2 shifts "off."
 - E) Swing shift assignment will rotate days and nights as follow: 2 shifts "on" night shift, followed by 2 shifts "on" day shift, followed by 2 days "off."
 - F) Assignment to a shift is at the discretion of the District.
- 2) The parties agree the District may enact these schedules as soon as possible based on operational ability. The District will act in good faith.
- 3) The duration of this agreement follows the term of agreement of the current collective bargaining agreement and is included as part of successor bargaining.
- 4) Disputes of this agreement are subject to the grievance process of the collective bargaining agreement.
- 5) This agreement is effective upon execution below.

FOR LOCAL 1308 IAFF



Union President



Date

FOR MID-COLUMBIA FIRE & RESCUE



Board President



Date