

MEMORANDUM OF UNDERSTANDING

BETWEEN

NORTHWEST JUSTICE PROJECT

AND

OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 8

The Northwest Justice Project, hereinafter “the Employer” and the Office and Professional Employees International Union Local 8, hereinafter “the Union,” agree to the following:

1. Upon ratification of the Collective Bargaining Agreement, any bargaining unit employees with sick leave benefits in excess of 910 hours (130 work days) shall retain all of their accrued time. Such time shall be used in accordance with Article 10 Sick Leave.
2. As long as such employee’s accrued sick leave exceeds 910 hours, all of their future accruals shall be donated to the NJP Sick Leave Bank. Once an employee’s accrual falls below the contractual cap referenced in Section 10.1 Sick Leave, the employee will begin to receive the contractual accrual up to the contractual cap. Such employees may carry over whatever sick leave accrual they maintain over the capped amount of 910 hours (130 work days) into the subsequent calendar year.
3. This Memorandum of Understanding does not alter any portion of the Collective Bargaining Agreement between the Employer and the Union.

EXECUTED in Seattle, Washington this ____ day of December 2018.

OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL 8

NORTHWEST JUSTICE PROJECT

By _____

By _____