



IAFF Local 2781

Union Firefighters of Snohomish County

ORIGINAL

Memorandum of Understanding

between

SCFD#5 and IAFF Local 2781

Union Firefighters of Snohomish County LOCAL 2781 (the “**Union**”) and **Snohomish County Fire District # 5** (the “**District**”) (collectively, the “**Parties**”) hereby enter this Memorandum of Understanding on the 7th day of December 2023.

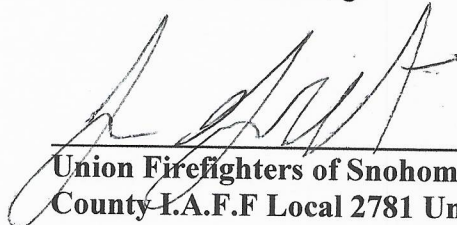
Whereas, The District and the Union are working to transition to the 48/96 schedule defined in article 6 section 6.9-6.10 of the newly ratified 2024-2026 CBA.

Whereas, The District and the Union both recognize the benefits in transitioning to the 48/96 schedule on January 1st 2024.

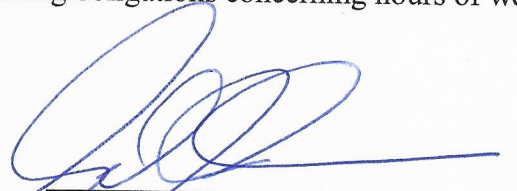
Whereas, The District and the Union both recognize that transitioning to the 48/96 schedule on January 1st 2024 would not allow enough time to meet the 30-day notice requirement for changes in shift schedule as defined in article 6 section 6.5.

Now, Therefore, The District and the Union agree to as follows:

1. **30-Day Notice.** The Union agrees to make a one-time exception and waive the 30-day notice required in article 6.
2. **Hours of Work.** The District will transition IAFF Local 2781 unit 5 employees to the 48/96 shift schedule per article 6 of the 2024-2026 CBA on January 1st 2024.
3. **Scheduling of Kelly Days.** Once the District notifies the Union of the schedule change, employees will be allowed to schedule their kelly days per article 6 section 6.10.
4. **No Past Practice.** This MOU does not set a precedent or past practice and shall not be relied on as evidence of a past practice in any future proceeding.
5. **Term.** This MOU shall be for one-time use and shall expire after January 1st, 2024.
6. **Bargaining Obligations.** The Parties agree that this MOU represents the fulfillment and satisfaction of all bargaining obligations concerning hours of work and scheduling.



**Union Firefighters of Snohomish
 County I.A.F.F Local 2781 Unit 5**



**Snohomish County Fire
 District 5**