

**MEMORANDUM OF UNDERSTANDING**  
**between the**  
**EDMONDS SCHOOL DISTRICT NO.15**  
**and**  
**SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925**  
**CUSTODIANS, FOOD SERVICE DRIVERS AND WAREHOUSE EMPLOYEES**

This MEMORANDUM OF UNDERSTANDING is supplemental to the September 1, 2019 – August 31, 2023 COLLECTIVE BARGAINING AGREEMENT by and between EDMONDS SCHOOL DISTRICT NO.15 hereinafter referred to as the District, and SERVICE EMPLOYEES' INTERNATIONAL UNION, LOCAL 925, CUSTODIANS, FOOD SERVICE, AND WAREHOUSE EMPLOYEES hereinafter referred to as the Union.

1. SEIU and the Edmonds School District hereby agree to the following additions to the collective bargaining agreement effective for the remainder of the 2020 – 2021 school year:
2. All current contractual leaves continue to be available to employees as described in the Collective Bargaining Agreement.
3. Additional Leaves are available to employees as described below.
4. Employees with COVID-19/Suspected COVID-19.
  - a. Employees who have a confirmed/diagnosed case of COVID-19, or who are experiencing symptoms of COVID-19 and are seeking medical confirmation/diagnosis, may not come to work at a District work site, and may access any or all of the following benefits under the terms of the applicable provisions of the parties' collective bargaining agreement ("CBA") or law, as appropriate to their situation.
    - i. Illness, Injury, and Emergency Leave.
    - ii. Personal Leave.
    - iii. Washington Paid Family Medical Leave (PFML).
    - iv. Worker's Compensation.
    - v. Family Medical Leave Act (unpaid leave except for continued health insurance benefits) if applicable.
    - vi. Unpaid Leave of Absence for the Period of the Temporary Disabling Condition.
    - vii. Long-Term Disability Benefits if applicable.

- viii. Unemployment Benefits if applicable.
- ix. After accessing the above benefits that may apply to their situation, if an employee has no option other than Unpaid leave of absence, the employee, at the request of the employee, will have access to a Human Resource representative to discuss leave options.

5. Employees Quarantined Due to Possible Exposure to COVID-19.

Employees with confirmed at work exposure or a confirmed diagnosis of COVID-19 due to exposure at work, as determined by the Snohomish County Health Department.

- a. Employees who have been advised by a public health agency or the employer that they have been exposed by close contact to any student or other District Employee who has a confirmed case of COVID-19 and is told to quarantine will, at the employee's option, access one of the following:
  - i. Work from home, if possible; or
  - ii. Alternative remote assignment, if available; or
  - iii. Special Paid Emergency Leave (SPEL) for the duration of the quarantine period specified by the Snohomish County Health Department. No leave will be deducted from an employee's leave balance.
- b. An employee who has been diagnosed with COVID-19, as a result of exposure at a District worksite will access one of the following benefits:
  - i. Alternate remote assignment, if available; leave may be unnecessary if employee is able to work remotely; or
  - ii. Special Paid Emergency Leave (SPEL) of ten (10) days at the employee's regular daily salary if the employee is not working from home or performing an alternate remote assignment, and the positive diagnosis follows a quarantine order due to an exposure at a District work site.
  - iii. In the event an employee has used ten (10) days of SPEL and five (5) days of employee sick, personal, or unpaid leave for recovery, the employee will be provided up to fifteen (15) additional SPEL days following a quarantine order due to an exposure at a District work site, limited to the time required for recovery as determined by the employee's medical provider. If an employee approaches 30 total days of paid leave due to extraordinary illness due to COVID-19 due to an exposure at a District work site, limited to the time required for recovery as determined by the employee's medical provider, the District and the Association will meet to

review the doctor's orders. Leave can be extended to thirty (30) workdays based on the order of a medical professional through the term of this Letter of Agreement and a meeting between the District and the Association.

6. Any employee quarantined or diagnosed with COVID-19 unrelated exposure at work may use their own leave until they are cleared to return to work.
7. As per Proclamation 20-46, for employees who are considered to be at increased or high-risk and are on an approved leave, the District will fully maintain all employer related health insurance benefits until the employee is deemed eligible to return to work.
8. This MOU shall remain in effect through August 31, 2021, after that point, the LOA will expire and will not be precedent setting.

EDMONDS SCHOOL DISTRICT NO. 15

SERVICE EMPLOYEES INTERNATIONAL  
UNION, LOCAL 925

//Mark W. Roschy//  
Mark Roschy, Human Resources Director

//Linda M. Wright  
Linda M. Wright, Organizer Representative

Date: March 19, 2021

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