

**MEMORANDUM OF UNDERSTANDING
BETWEEN
FORT VANCOUVER REGIONAL LIBRARIES
AND
WASHINGTON PUBLIC EMPLOYEE ASSOCIATION**

This Memorandum of Understanding (MOU) is entered into by and between Fort Vancouver Regional Libraries (FVRL/Employer) and the Washington Public Employees Association, UFCW, Local No. 365 (WPEA/Union); known individually as a “Party” and collectively as the “Parties.”

WHEREAS, FVRL and the WPEA has considered the terms of this scope and duration of work; and,

WHEREAS, the parties have mutually agreed;

NOW, THEREFORE, in consideration of the mutual covenants, promises and conditions set forth herein, it is voluntarily agreed by and between FVRL and the WPEA as follows:

1. FVRL proposes the following:
 - a. All WPEA job classifications will be placed on the WPEA Classification Structure and Pay Grades (Attachment A) per the Pay Grade Placement chart (Attachment B).
 - b. All Employees will be placed in their equivalent step, when placed in the new pay grade, unless doing so puts their wage less than their current wage. If so, then they will move to the step closest to, but not less than their current wage.
 - c. Any employee who has a current wage greater than their new pay grade maximum will be redlined by maintaining their current wage.
 - d. This increase will be effective December 1, 2022, if ratified by the WPEA membership and FVRL Board of Trustees no later than December 15, 2022. If ratification does not occur by that date, wage increases outlined in 1.a, 1.b. and 1.c will go into effect the first date of the pay period following approval.
2. Prior to the solicitation of interest from consultants or vendors to provide for the 2024 Salary Survey, the Employer and the Union will discuss and prioritize desired components of the Salary Survey that will be used and come to agreement on the content and parameters of said components. The Employer retains the right to the final selection of vendor and the format of the final product.
3. In recognition of continued employment, and the current inflationary environment, the Employer will pay a stipend of \$3,000, less withholdings, to all regular full-time employees. Regular part-time Employees will receive a pro-rated stipend amount based on their part-time position percentage. For example, a 60% FTE will receive a stipend of \$1,800 in, less withholdings. Payment of this stipend is conditional upon continued employment and will be paid only to Employees in good standing on December 15, 2022. As this is a stipend for continued employment, if the Employee resigns their employment with FVRL prior to January 31, 2023 the Employee will be required to repay the stipend, less withholdings.

FORT VANCOUVER
REGIONAL LIBRARIES

Dorcas Jane Higgins

[Dorcas Jane Higgins \(Dec 7, 2022 12:40 PST\)](#)

Board of Trustees Chair

Date: **Dec 7, 2022**

Amelia Shelley

[Amelia Shelley \(Dec 7, 2022 12:27 PST\)](#)

Executive Director

Date: **Dec 7, 2022**

WASHINGTON PUBLIC EMPLOYEE
ASSOCIATION



WPEA Staff Representative

Date: **Dec 7, 2022**