

MEMORANDUM OF UNDERSTANDING

RE: Juneteenth 2023 and 2024

IT IS UNDERSTOOD AND AGREED by the parties, City of Lake Forest Park, Washington (hereafter “the Employer”), and Teamsters Local Union No. 117 (hereafter “the Union”), to enter into this Memorandum of Understanding (MOU) as follows:

I. RECITALS

- A. The City wishes to commemorate the emancipation of enslaved people in the United States by observing the Juneteenth holiday. Juneteenth is recognized on June 19th of each year.
- B. The City and Union are parties to the 2022-2024 Collective Bargaining Agreement (“Agreement”) and did not agree to terms to add Juneteenth. The City wishes to address the observance of Juneteenth for the duration of the Agreement. Therefore, the parties wish to enter into this MOU to address Juneteenth in 2023 and 2024 only.

II. AGREEMENT

IN CONSIDERATION OF the mutual covenants and promises contained herein, the parties agree to the following:

- 1. Unless otherwise directed by the City Council, the City will recognize Juneteenth and observe it on Monday, June 19, 2023, and Wednesday, June 19, 2024.
- 2. For 2023 and 2024 only, full-time employees will receive a paid holiday in observance of Juneteenth and be compensated consistent with Article 7 (Holidays) of the Agreement.
- 3. This MOU is entered on a non-precedent setting basis and does not change the parties’ status quo.
- 4. This MOU is effective upon full execution and expires on December 31, 2024.

IN WITNESS WHEREOF, the parties have executed this Agreement as their free and voluntary act on the dates set forth below.

CITY OF LAKE FOREST PARK

TEAMSTERS LOCAL UNION NO. 117

Jeff Johnson
Mayor of Lake Forest Park

Date

John Searcy
Secretary-Treasurer

Date