

Agenda Summary Report (ASR)

Franklin County Board of Commissioners

DATE SUBMITTED: 7/22/2021	PREPARED BY: Carlee Nave
Meeting Date Requested: 8/3/2021	PRESENTED BY: Carlee Nave
ITEM: (Select One) <input type="checkbox"/> Consent Agenda <input checked="checked" type="checkbox"/> Brought Before the Board Time needed: 10 minutes	
SUBJECT: Juneteenth Holiday COURT HOUSE UNIT	
FISCAL IMPACT: Adding an additional holiday for the year carries both a direct (time and a half pay for employees who work on the holiday) fiscal impact, and an indirect impact (lost productivity). The annual direct impact is estimated to be \$9,918 and the lost productivity estimate is \$37,430 (1,059 hours) for current expense (\$15,533 and 503 hours for non-current expense). Adding a floating holiday for 2021 does not carry a direct fiscal impact but carries the same lost productivity impact as above.	
BACKGROUND: SHB1016, signed into law on May 13, 2021, made June 19 (Juneteenth) a legal holiday in the State of Washington. The effective date of the bill is July 25, 2021, so the first observance of Juneteenth as a State holiday will be June 19, 2022. The attached Holiday Policy update was prepared to reflect the new holiday for 2022. There are a couple of other minor administrative updates to the policy, including the addition of Christmas Holiday dates through 2025. On June 17, 2021, President Biden signed into law a bill recognizing Juneteenth as a federal holiday to be observed on June 18, 2021. This uncharacteristically quick action at the federal level created a lot of confusion for some Franklin County employees as a few of our contracts contain language automatically adopting new holidays. Labor representatives from the County and the union acknowledged that it was not operationally feasible to shut down County services with less than a day's notice to observe a new holiday, and we agreed to bargain the impact of additional holiday for 2021. Representatives have reached a tentative agreement for an additional floating holiday in lieu of the Juneteenth holiday for 2021. The holiday will be available for use upon Board signature, subject to all existing floating holiday rules, before December 31, 2021. The attached Memorandums of Agreement (MOA) reflect this tentative agreement. In the interest of equity, the Board also has the option of expanding this benefit to other floating holiday eligible groups. We have prepared a resolution to adopt the updated Holiday Policy and grant an additional floating holiday for 2021 to all groups who receive holiday pay (all groups except Elected Officials, Corrections bargaining unit, and non-benefits eligible employees).	

FRANKLIN COUNTY RESOLUTION _____

**BEFORE THE BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

JUNETEENTH MEMORANDUM OF AGREEMENT WITH COURTHOUSE BARGAINING UNIT

WHEREAS, pursuant to RCW 36.01.010 and RCW 36.32.120 the legislative authority of each county is authorized to enter into contracts on behalf of the county and have the care of county property and management of county funds and business; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems entering into the attached agreement as being in the best interest of the Franklin County.

NOW, THEREFORE, BE IT RESOLVED the attached Memorandum of Agreement, by and between Franklin County and Local 874-CH of American Federation of State, County, and Municipal Employees and the Washington State Council of County & City Employees, is hereby approved by the Board.

DATED this 3 day of August, 2021.

**BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

Chair

Chair Pro Tem

ATTEST:

Member

Clerk of the Board

**MEMORANDUM OF AGREEMENT BY AND BETWEEN THE BOARD OF
FRANKLIN COUNTY COMMISSIONERS AND LOCAL 874-CH OF AMERICAN
FEDERATION OF STATE, COUNTY, & MUNICIPAL EMPLOYEES AND THE
WASHINGTON STATE COUNCIL OF COUNTY & CITY EMPLOYEES**

This MEMORANDUM OF AGREEMENT (hereinafter "MOA") is entered into by and between Franklin County and Local 874-CH, hereinafter the "Union."

WHEREAS, a 2019-2021 Collective Bargaining Agreement, hereinafter known and referenced as "Agreement," between the above-named parties currently exists which addresses holidays; and

WHEREAS, the holiday language in Article 14.1 in the Agreement recognizes twelve established holidays

"And any day proclaimed a legal holiday by Governor's Proclamation, Presidential Declaration, and/or through Legislative or Congressional action."; and

WHEREAS, on June 17, 2021, the President signed a bill establishing June 19 (Juneteenth) as a federal holiday; and

WHEREAS, June 19, 2021 fell on a Saturday so the federal holiday was to be observed on June 18 for 2021; and

WHEREAS, given the short notice of the implementation of the holiday, it was not operationally feasible to grant the new holiday in accordance with Article 10.1 of the Agreement; and

WHEREAS, the parties have agreed that in lieu of the Juneteenth holiday, all unit members who were employed on June 18, 2021 will receive one additional floating holiday to be taken in 2021; and

WHEREAS, in accordance with Article 14.1, floating holidays are to be used or lost in the year earned, and to be scheduled off by mutual agreement of the employee and the County; and

WHEREAS, this memorandum is not intended to make any other modifications to the Agreement.

NOW, THEREFORE, BE IT RESOLVED, employees who were employed on June 18, 2021 will receive one additional floating holiday to be used by December 31, 2021.

AND, BE IT FURTHER RESOLVED, the additional floating holiday is only applicable for 2021 and will not carry over or apply in any subsequent year.

IN WITNESS WHEREOF, the parties have caused this Memorandum of Agreement to be signed by their duly constituted and legal representative on this 3 day of August, 2021.

FOR THE COUNTY:
Board of County Commissioners

Chair

Chair Pro Tem

Member

FOR THE UNION:
Local 874-CH, Council 2

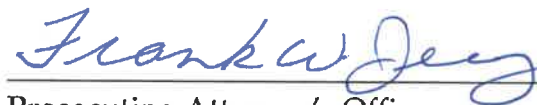


Melyssa Leavitt, Treasurer



Steve Pinkerton, Staff Representative

APPROVED AS TO FORM:



Prosecuting Attorney's Office