

**MEMORANDUM OF UNDERSTANDING**  
**Between North Thurston School District and the International Union**  
**of Operating Engineers, Local 286.**

The purpose of this Memorandum of Understanding is to commemorate in writing an agreement between the N. Thurston School District (District) and the International Union of Operating Engineers Local 286 (Union) regarding:

**Seasonal Employees**

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**RECITAL:**

- a. The Union and Employer are currently signatory to a Collective Bargaining Agreement.
- b. The District has 2 grounds employees out on leave for injury. This was unforeseen for all parties.
- c. Current contract language says that a temporary position shall not exceed 90 calendar days and that it shall not be exercised more than once per year. The District already utilized this language in September of 2017. They have requested, given the circumstances, that the seasonal language be utilized again within the same school year for the months of June, July and August of 2018.

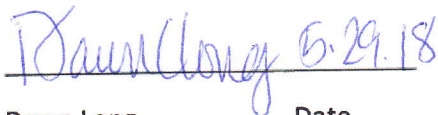
**Agreement:**

- a. All parties agree that the District may post and hire temporary seasonal grounds employees, in accordance with the contract, for the months of June, July and August of 2018 and all parties agree this hiring will not diminish the Districts ability to exercise the language beginning at the start of the new school year.
- b. This MOU shall not set precedence.

**The terms of this MOU shall become effective upon signature by all parties below.**

**All other terms of the provisions of the Collective Bargaining Agreement shall remain in full force and effect.**

N. Thurston School District

  
Dawn Long                      Date

Director of Human Resources

International Union of Operating Engineers, 286

  
Jim Pyette                      Date

Business Representative IUOE 286