

## MEMORANDUM OF UNDERSTANDING

### Temporary Alternative Work Coverage Assignments

This Memorandum of Understanding (“MOU”) is made between the City of Vancouver (“City”) and the AFSCME, Local 307VC (“Union”).

#### **Background:**

The City of Vancouver has a vacancy for a Housing Rehabilitation Specialist that needs to be filled. This position was vacated as of 9/8/2023 and due to the specialized inspections and urgent nature of work they provide the community we are requesting to use other employees within the city temporarily to complete the work until a full-time position can be filled. As part of the process, we requested for the work to be completed by the only other known qualified member to complete the work but were informed they were not interested. We are requesting that employees from any other bargaining group with the ability to do building inspections and other structural inspections temporarily complete this work for the next 90 days or until the position can be permanently filled.

THEREFORE, the City and the Union discussed the possibility of temporary support if they had no qualified members to complete the work and agree to the following. A temporary modification of Article 1.1 Recognition and Bargaining Unit is being requested as such; use of temporary employees, use of employees certified to another bargaining unit and supervisory employees if needed to cover the inspections and immediate needs of the role up to 90 days or until the position is filled.

WHEREBY the parties agree as follows:

#### **Agreement:**

1. This agreement is non-precedent setting and evidence of this agreement cannot be used in any current or future disputes between the parties, including, but not limited to, contract negotiations.
2. Only one non-AFSCME member will be supporting as necessary in a Housing Rehabilitation Specialist role when needed up to 90 days or when a full-time position is filled. If further extensions are needed both parties will meet to discuss terms of further support.
3. This Memorandum of Understanding will sunset on December 11, 2023 or until such time as another agreement is reached.

Dated this 27 day of September, 2023

**For the Employer:**

**For the Union:**

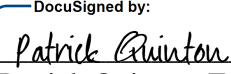
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Lee Lofton, Deputy HR Director

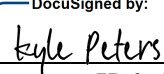
DocuSigned by:

  
Mike Boyer, Staff Representative

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Patrick Quinton, Economic Development Director

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Kyle Peters, President