

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF VANCOUVER, WA
AND THE
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11**

This Memorandum of Agreement is entered into between the City of Vancouver, WA ("City") and the Office & Professional Employees International Union, Local 11, AFL-CIO ("Union") with the intent to ensure accurate communication between the parties listed above and in accordance with the Collective Bargaining Agreement.

Background

In May of 2025, the City and the Union reached a tentative agreement on a successor agreement, and it was voted on and approved by the membership. On June 10, 2025, it became clear that there was a misunderstanding between the parties regarding when wage increases for 2025 would be effective. Based on a telephone conversation for which the Union has notes and the City does not, the Union understood that wage changes would be effective in the pay period the successor agreement was approved by both the Union's members and the City bargaining team. The City understood, based on its knowledge of City requirements, past practice and other bargaining units' ground rules, that the change would be effective upon approval of the contract by the City Council.

Agreement

It is agreed by all parties that, because of the misunderstanding regarding wage increase implementation, the City will make the wage changes agreed to in the 2025 contract effective May 16, 2025. The City will calculate the impact of this change by union member and pay employees retroactively for the May 16-31, 2025 pay period. The tentative date by which the payment will be made is July 10, 2025.

It is further agreed by all parties that, moving forward and in an effort to create consistency, negotiated wage changes will be implemented when the City Council provides its approval, which occurs after the parties reach a tentative agreement and Union membership votes to accept it. The City does not have authorization to implement negotiated wage changes prior to receiving Council approval.

Be it further agreed that this Memorandum of Agreement shall be pursuant to the terms of Article 22 Grievance Procedure should there be any dispute regarding the interpretation and/or application of this memorandum.

Agreed this 14 day of July, 2025.

Signed by:

Antoinette Gasbarre

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**Antoinette Gasbarre, Human Resources
Director
City of Vancouver, WA**

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Cheyenne Russell

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**Cheyenne Russell, Union Representative
OPEIU Local 11**

Signed by:

Lisa Brandl

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**Lisa Brandl, Deputy City Manager
City of Vancouver, WA**

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Howard Bell

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**Howard Bell, Executive Officer/Secretary-Treasurer
OPEIU Local 11**