

**MEMORANDUM OF UNDERSTANDING**  
**By and Between**  
**KITSAP COUNTY**  
**AND**  
**WASHINGTON STATE COUNCIL OF COUNTY AND CITY EMPLOYEES, LOCAL**  
**1308, AFSCME, AFL-CIO (COURTHOUSE EMPLOYEES)**

**KC-261-19**

**RE: Supported Employment Program**

**Background**

In 2017, in order to give meaningful work opportunities to Kitsap County residents with developmental disabilities, the segment of Kitsap's population with the highest levels of unemployment, Kitsap County created a Supported Employment Program in Resolution 197-2017. Kitsap County (County) and AFSCME Local 1308 (Union) agree that the creation of a supported employment program at the County is a positive change that will aid in creating an inclusive government that reflects the communities it serves; a thriving local economy by providing living wage employment opportunities to a segment of our community that has high unemployment rates; and effective and efficient county service by ensuring that employees are working to their highest capability. The program helps include people with developmental disabilities to diversify our workforce. The County and the Union both feel it is important to become involved with Supported Employment, to significantly enhance opportunities for workers with disabilities to become more active and effective members of the workforce without reductions of any existing Bargaining Unit FTE's.

**Agreement**

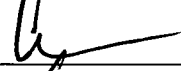
In order to facilitate the inclusion of the Supported Employment Program in departments and elected offices with workforces represented by the Union, the County and the Union agree to the following with regard to supported employees who are hired into Union-represented workplaces:


1. Supported Employment positions will not be used to replace and/or supplant regularly budgeted positions within the AFSCME 1308 bargaining unit, nor will they adversely affect any part of the current agreement the Union has with the County. It is also recognized that Supported Employees will be conducting a combination of what is currently represented and non-represented work.
2. Upon implementation, supported Employment positions will not be represented by the Union; however, nothing in this agreement shall preclude a Supported Employee from seeking representation with Council 2, WSCCCE or other representatives.

3. Supported Employment positions will not be a cause of layoff of or reduction of hours of regular employees covered under the collective bargaining unit.
4. The parties understand that the intent of the program is to encourage departments to “carve out” tasks into jobs that can be performed by an individual with developmental disabilities. Each Department participating in the program shall work with the County’s Human Resources Department to hire qualified individuals to fill those positions. The tasks “carved out” from currently represented work are contingent on Union agreement and will not be core duties of any represented position.
5. The County agrees to provide the Union advance notice of any proposed new Supported Employment position and to address any concerns it may have regarding the “carved out” tasks and its impact on regular bargaining unit positions. The County will give notice to the Union if new tasks are identified for an established Supported Employment position.
6. The parties agree to review this Memorandum of Understanding and discuss each Supported Employment position on an annual basis during the first quarter of each year to ensure the intent of the agreement is adhered to.
7. In the event of potential layoffs in a Union-represented department or elected office where supported employee(s) are present, the County agrees to convene a meeting with the Union prior to any layoff in order to discuss the need for layoffs and the potential consequences.
8. Except as expressly provided in this Memorandum of Understanding, all other terms and conditions of the parties’ original Contract, and subsequent amendments, addenda or modifications thereto, remain in full force and effect.
9. This Memorandum of Understanding shall be effective upon execution.

//  
//  
//  
//  
//  
//  
//

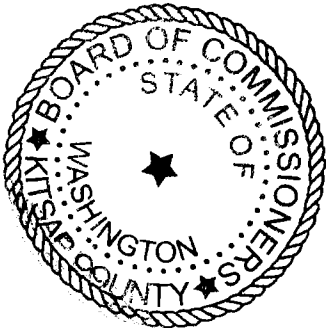
WASHINGTON STATE COUNCIL OF COUNTY  
AND CITY EMPLOYEES, AFSCME, AFL-CIO  
LOCAL 1308, COURTHOUSE EMPLOYEES

  
\_\_\_\_\_  
Cynthia Samuels, President      4/17/19      Date

  
\_\_\_\_\_  
Aaron Cole, Union Representative      4/17/19      Date

DATED this 13 day of MAY, 2019.

BOARD OF COUNTY COMMISSIONERS  
KITSAP COUNTY, WASHINGTON



  
\_\_\_\_\_  
EDWARD E. WOLFE, Chair

NOT PRESENT

\_\_\_\_\_  
CHARLOTTE GARRIDO, Commissioner

  
\_\_\_\_\_  
ROBERT GELDER, Commissioner

ATTEST:

  
\_\_\_\_\_  
Dana Daniels, Clerk of the Board