

**MEMORANDUM OF UNDERSTANDING**  
**for the AGREEMENT by and between**  
**CITY OF BELLEVUE, WASHINGTON**  
**And**  
**INTERNATIONAL ASSOCIATION OF FIREFIGHTERS UNION LOCAL #1604**

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**Dues Deduction & Union Membership**

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This Letter of Understanding is by and between the City of Bellevue, Washington (City) and the International Association of Firefighters Union Local #1604 (Union) representing Firefighters, herein referred to as the "Parties," and is incorporated by reference as part of the Collective Bargaining Agreement in duration from January 1, 2016, until December 31, 2019.

**Whereas**, after ratification and adoption of the Parties' negotiated successor agreement, the Supreme Court of the United States issued a decision in *Janus v. American Federated Federation of State, County and Municipal Employees*, on June 27, 2018, that impacted the Parties' Agreement regarding Article 3, Union Membership, and Article 4, Dues Deduction;

**Whereas**, the Parties' Agreement contains a Saving Clause, in Article 23, that includes an agreement to amend provisions rendered invalid by any court action;

The City and the Union, therefore, agree as of June 27, 2018, to the following:

1. Article 3, Union Membership is replaced in its entirety with the following:

The Union encourages all employees covered hereunder to become and remain members in good standing of the Union, and the Union accepts its responsibility to fairly represent all employees in the bargaining unit, regardless of membership status.

2. Article 4, Dues Deduction, is replaced in its entirety with the following:

The Employer will make deductions for Union dues from the wages of each employee who desires to become a Union member and executes a properly written authorization and such deductions shall be remitted to the Union Treasurer.

The Union agrees to defend, indemnify and hold the City harmless against any and all claims, suits, orders, or judgments brought or issued against the City as a result of any action taken by the City under the provisions of this Article. The City will remain responsible for its own errors in the administration of this Article, and will be legally responsible for any of its own acts of negligence.

3. All other provisions of the Collective Bargaining Agreement remain in effect for the duration of the Agreement.

MEMORANDUM OF UNDERSTANDING  
Dues Deduction & Union Membership

**Agreed to and Accepted:**



(On behalf of the City of Bellevue)

Mary Kate Berens

Date: 11/20/2018

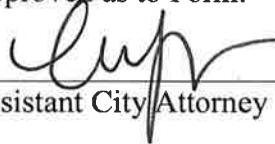


(On behalf of IAFF Local No. 1604)

Date:

9/26/18

Approved as to Form:



Assistant City Attorney