

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 20-07-21-05

In the Matter of Approving the Tentative Agreement Memorandum of Understanding Between Lane County and the American Federation of State, County and Municipal Employees, Local 2831, General Unit

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the American Federation of State, County and Municipal Employees, Local 2831, General Unit (AFSCME); and

WHEREAS, the agreement is consistent with the guidelines set forth by the Board of Commissioners.

NOW, THEREFORE, the Board of County Commissioners of Lane County **ORDERS** as follows:

1. That the attached tentative agreement between Lane County and AFSCME is approved.
2. That the County Administrator and the County's bargaining team be authorized to execute the memorandum of understanding on behalf of the County.

ADOPTED this 21st day of July, 2020.



Heather Buch, Chair
Lane County Board of Commissioners

MEMORANDUM OF UNDERSTANDING
Collective Bargaining Agreement 2017-2020 Rollover
AFG-20-08

This agreement is by and between Lane County, hereinafter referred to as **COUNTY**, and the American Federation of State, Municipal and County Employees General Unit (AFSCME General), hereinafter referred to as **UNION**, for the purpose of establishing a modification to the current collective bargaining agreement (CBA), expiring June 30, 2020 and extending associated MOUs. This agreement will modify Article 10 Wages and Article 20 Termination of the CBA only.

1. The following language shall replace Article 10, Section 1 (A) through (C) - Salary Range Adjustments

(A) Cost of Living Adjustments

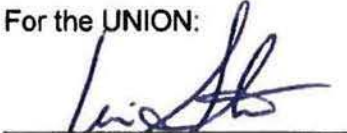
Effective the first full pay period following July 1, 2020, employees on the payroll on July 11, 2020 shall receive a one percent (1%) cost of living adjustment (COLA) and the pay ranges shall be changed to reflect the increase.

2. The following language shall replace Article 20, Section 1-Duration

Unless specifically noted within this contract, this Agreement shall become effective upon ratification and shall remain in effect until, and including, June 30, 2020 and thereafter shall continue in effect from year to year, unless one (1) party gives notice in writing to the other party of its desire to terminate or modify the Agreement at least ninety (90) days prior to June 30, 2021 or if no such notice is given at such time, before June 30 of any subsequent anniversary.

3. All other terms under the 2017-2020 Collective Bargaining Agreement and Memorandums of Understanding shall remain in effect unless otherwise mutually modified and agreed to by both the **UNION** and the **COUNTY**.
4. This agreement shall be effective following ratification by the AFSCME membership and approval by the Lane County Board of Commissioners.

For the UNION:



Jim Steiner, AFSCME Representative

Date: 6/17/2020



LaRece Rivera, AFSCME President

Date: 6/17/2020

For the COUNTY:



Inga Wood, Labor Relations Manager

Date: 6/17/2020



Steve Mokrohisky, County Administrator

Date: 6/17/2020

TRD
6/17/2020