

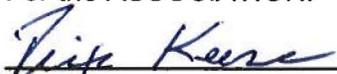
MEMORANDUM OF UNDERSTANDING

**Out-of Class Pay**  
MOU 626-19-10

This agreement is by and between Lane County, hereinafter referred to as COUNTY, Lane County Public Works Association Local 626, hereinafter referred to as ASSOCIATION, regarding language modification to the 2019-2022 Collective Bargaining Agreement for the purposes of clarifying the intent of out-of-class pay.

1. It is the intention of the COUNTY and the ASSOCIATION to agree to modification of the collective bargaining agreement as outlined in item 2 below.
2. "An employee temporarily assigned by a supervisor from a job at a lower rate of pay to a job classification at a higher rate of pay for a period of no less than one (1) hour will be paid one half (1/2) of their shift at the higher rate, or if assigned by a supervisor for a period of no less than one half (1/2) of the employee's shift (4 hours for an 8-hour shift, 5 hours for a 10-hour shift) will be paid for an entire shift ~~will be paid~~ at the higher rate in accordance with normal promotional policy for all work performed in the higher classification, provided that the employee is qualified to perform the higher classified work and that such assignment is not for training purposes. It is agreed that employees will not be assigned in a trainee status solely for the purpose of avoiding the provisions of this section."
3. All other terms under the current Collective Bargaining Agreement and Memorandums of Understanding shall remain in effect unless otherwise mutually modified and agreed to by both the ASSOCIATION and the COUNTY.
4. This agreement in no way sets a precedent for future agreements or obligations for the COUNTY to continue the arrangement.
5. This agreement shall be effective upon signature of both parties. The agreement will be memorialized in the 2022 successor negotiation. This agreement will be posted with electronic copies of the 2019-2022 Collective Bargaining Agreement.

For the ASSOCIATION:

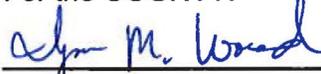


Rick Keene, President  
Local 626

12-18-19

Date

For the COUNTY:



Inga Wood  
Lane County Labor Relations Manager

12/23/2019

Date



Dan Hurley, Director  
Lane County Public Works

12/18/19  
Date