



# UNION AFSCME

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## MEMORANDUM OF UNDERSTANDING

THIS Memorandum of Understanding ("MOU") is made by and between the City of Medford (hereinafter referred to as the "City") and Medford Municipal Employees Association, Local 2621, American Federation of State, County, and Municipal Employees (hereinafter referred to as "AFSCME").

### RECITALS

- A. WHEREAS, the City and AFSCME entered into a Collective Bargaining Agreement effective July 1, 2017 through June 30<sup>th</sup>, 2020 (hereinafter referred to as the 2017-2020 CBA);
- B. WHEREAS, formal bargaining was to begin on March 23, 2020,
- C. WHEREAS, the State of Oregon implemented rules and regulation due to the COVID-19 pandemic.
- D. WHEREAS, the COVID-19 Rules are still in place which is hampering the normal bargaining process.
- E. WHEREAS, both parties agreed to rollover the 2017-2020 CBA for a period of an additional year
- F. WHEREAS, both parties agreed to bargain a successor agreement starting no later than February 24, 2021.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

1. The City and AFSCME agree to extend the termination date of the 2017-2020 CBA for an additional year such that the term of the 2017-2020 CBA will now expire June 30<sup>th</sup>, 2021. The Agreement is amended accordingly.
2. Collective Bargaining Agreement Exhibit A -Monthly Salary Scale, of the 201-72020 CBA is amended by the addition of the following cost of living adjustments to apply to the extended term:
  - a. Effective July 1, 2020 the schedule will increase by 2%
2. Collective Bargaining Agreement Health and Welfare Article 18 Subsection 18.2, of the 2017-2020 CBA is amended by the addition of the following cost adjustment to the City's insurance contribution to apply to the extended term:
  - a. Effective July 1, 2020 the City's contribution will increase by twenty (\$20.00) dollars per month bringing the contribution to \$1,580.
3. All other terms and conditions of the 2017-2020 CBA shall remain in effect throughout the year rollover period.
4. This MOU will become effective upon ratification of the membership

Rodney McCambridge  
Union Representative

Kyle Kearns Local 2621 President

Bonnie J. Barasch  
Human Resource Director  
City of Medford

Date: 5-22-20

Date: 05-26-2020