

**LETTER OF AGREEMENT  
BETWEEN  
CITY OF MEDFORD  
AND  
Teamsters Local Union No. 223  
Construction and Maintenance**

This Agreement is between The City of Medford and the Teamsters Local Union No. 223 Construction and Maintenance regarding Article 22.3- Residency Requirement.

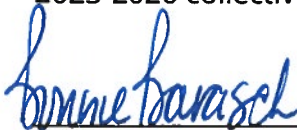
**1. Introduction**

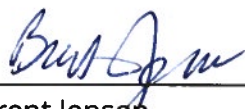
- a. It is essential for the safe and responsible management of the City's infrastructure that the Public Works Department can provide timely response to emergencies occurring outside normal working hours.
- b. Currently Article 22.3 reads: *"Residency Requirement – An employee with 180 days of his/her date of hire shall establish residence no more than 30 minutes normal travel time from the City Service Center. Employees hires prior to July 1, 1998 are exempt from this requirement."*
- c. Public works employees struggle finding affordable housing within a 30-minute travel time to the City of Medford's Public Works Service Center located at 821 N. Columbus Avenue, Medford, OR 97501. There is a desire for some employees to reside in a more rural location.
- d. The parties agree Article 22.3 should be amended as currently written.

**2. Terms**

- a. Article 22.3 will be amended to allow employees to establish a residence no more than a 60-minute normal response time to the City of Medford's Public Works Service Center.
- b. The Union through the C&M shop stewards will assist management in ensuring the voluntary "availability" signup sheet is complete and an adequate number of employees are available for nights, weekends and holiday response if needed.

This memorandum of understanding will automatically sunset with the expiration of the 2023-2026 collective bargaining agreement.

 Date 06-01-2023  
Bonnie Barasch, City of Medford  
Director of Human Resources

 Date 6-1-23  
Brent Jensen  
Business Representative  
Teamsters Local 223