

**MEMORANDUM OF UNDERSTANDING
BETWEEN
TILLAMOOK COUNTY AND AFSCME, LOCAL 2734**

Collective Bargaining Agreement Extension to December 31, 2023

This Memorandum of Understanding is entered into by and between Tillamook County (County) and AFSCME Local 2734 (Union), who are parties to a collective bargaining agreement set to expire on June 30, 2023.

The parties have a mutual interest to extend the existing agreement to December 31, 2023, without modification except as set forth here in this MOU.

It is hereby agreed by and between the parties as follows:

1. The existing collective bargaining agreement is extended to December 31, 2023. The parties will resume successor negotiations in September 2023. The parties' previously negotiated ground rules are attached as Exhibit A.
2. The first rescheduled bargaining session will begin the 150-day timeline under PECBA (ORS 243.712).
3. The following amendments and understandings are reached with respect to Article 10:
 - a. Section 1 will be amended to recognize Juneteenth (June 19, 2023) as a paid holiday.
 - b. It is further acknowledged that for holidays that fall on a Monday (such as Memorial Day, and Labor Day) that any employee who has Monday as their regular day off, would be able to take a flex day off during the work week in which the holiday falls. (Example: Employees works Tuesday to Saturday; Memorial Day falls on a Monday, the employee could take any day off within that work week consistent with supervisor approval/operational needs.)
4. The parties agree that any general wage increase negotiated under Article 6.1 that is applied in FY 23-24 will be retroactive to July 1, 2023, as part of any TA reached, unless the parties agree to something different in lieu of the County providing retro pay. (And per the ground rules, it is acknowledged that any agreement on retro pay is still subject to final approval by the Commissioners along with all other elements of the TA.)
5. Except as modified here, all other terms of the Agreement remain in full force and effect.
6. Disputes of this agreement are governed by the grievance process contained in the parties' collective bargaining agreement.

Tillamook County/AFSCME Local 2734
CBA extension to December 31, 2023

7. This agreement is non-precedent setting.
8. This agreement is effective upon execution by both parties.

FOR THE COUNTY:

ERIN SKAAR
BOARD OF COMMISSIONERS CHAIR

Date: _____

FOR THE UNION:

NICOLE MECK
UNION REPRESENTATIVE

Date: 4/27/23