

Memorandum of Understanding
Between
Washington County ("County")
And
Teamsters Local #223 ("Union")

Washington County ("County") and the Teamsters ("Union") are parties to a Collective Bargaining Agreement ("CBA") currently in effect through June 30, 2022.

The parties have entered into this agreement on the date below for the purpose of creating an addendum to Article 25, Union Business. This addendum is in response to Oregon HB 2016 which requires public employers to grant reasonable paid time to public employees designated as union representatives when engaging in certain activities.

As set forth in the language of HB 2016, Washington County shall grant public employees who are designated representatives a reasonable amount of time to engage in the following activities during the public employee's regularly scheduled work hours without loss of compensation, seniority, leave accrual or any other benefits:

- a. Investigate and process grievances and other workplace-related complaints on behalf of the exclusive representative;
- b. Attend investigatory meetings and due process hearings involving represented employees;
- c. Participate in or prepare for proceedings under ORS 243.650 to 243.782, or that arise from a dispute involving a collective bargaining agreement, including arbitration proceedings, administrative hearings and proceedings before the Employment Relations Board;
- d. Act as a representative of the exclusive representative for employees within the bargaining unit for purposes of collective bargaining;
- e. Attend labor-management meetings held by a committee composed of employers, employees and representatives of the labor organization to discuss employment relations matters;
- f. Provide information regarding a collective bargaining agreement to newly hired employees at employee orientations or at any other meetings that may be arranged for new employees;
- g. Testify in a legal proceeding in which the public employee has been subpoenaed as a witness; and
- h. Perform any other duties agreed upon by a public employer and an exclusive representative in a collective bargaining agreement or any other agreement.

The parties agree that the reasonable amount of time for the monthly shop steward meeting shall consist of 30 minutes during the employee's lunch period and 30 minutes of paid County time immediately following the lunch period. Should the meeting last less than one (1) hour, the time used will first be allocated from the employee's lunch period with the remainder being charged to paid County time.

All other provisions outlined in Article 25, Union Business shall remain in effect and enforceable.

Signed and dated this ____ day of March 2021.

WASHINGTON COUNTY

TEAMSTERS

By: //Signature on file 3/17/2021//

Sia, Lindstrom, Assistant County Administrator

//Signature on file 3/15/2021//

Karine Trowbridge, Teamsters Representative