

**Letter of Agreement
Between
City of Medford
&
Teamsters Local Union No. 223
Representing
Parks Maintenance & Facilities Management Employees**

The City and Teamsters Local 223 Parks Maintenance & Facilities Management Employees entered into a Collective Bargaining Agreement (CBA) effective July 1, 2017 through June 30, 2020.

Due to the worldwide COVID-19 pandemic, in-person bargaining has not been possible. Bargaining has continued minimally through email.

With the severe economic impacts caused by the pandemic, the City is not able to predict the financial condition it may be in for the next three years. Both parties agree to extend the 2017-2020 CBA for a one-year period.

THE PARTIES AGREE AS FOLLOWS:

1. The City and Union 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 on June 30, 2021. The Agreement is amended accordingly.
2. Collective Bargaining Agreement Appendix A –Salary Schedule, is amended by the following for the extended term of this agreement:
 - a. Effective July 1, 2020 the salary schedule will increase by a 1% cost of living adjustment
 - b. The position of Parks Worker's will have a wage increase to Grade P13. Employees in the Park Worker classification shall move to the step closest to, but not less than, their current base salary.
3. Insurance Article 14 Subsection 14.1, of the 2017-2020 will remain unchanged and no cap increase for extended year of the contract.
4. All other terms and conditions of the 2017-2020 CBA shall remain in effect throughout the year rollover period.

For the Union

Brent Jensen 7-1-2020
Brent Jensen Date

For the City

Bonnie Barasch 07-01-2020
Bonnie Barasch Date