

Letter of Agreement  
Between  
City of Medford  
&  
Teamsters Local Union No. 223  
Representing Water Reclamation Division Operators

The City and Teamsters Local 223 Water Reclamation Division Operators 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 addition of the following cost of living adjustments to apply to the extended term:
  - a. Effective July 1, 2020 the salary schedule will increase by 1%.
3. Add the Source Control Specialist Position to the Contract and Salary Schedule as agreed to on 10/24/19.
4. No change in the vacation accruals as they are based on holidays being incorporated into vacation hours several contracts ago.
5. Insurance Article 14 Subsection 14.1, of the 2017-2020 will remain unchanged and no cap increase for extended year of the contract.
6. All other terms and conditions of the 2017-2020 CBA shall remain in effect throughout the year rollover period.

For the Union

 JUN 17, 2020  
Brent Jensen Date

For the City

 June 23, 2020  
Bonnie Barasch Date