

03/05/2014

MAR 05 2014

MEMORANDUM OF AGREEMENT BETWEEN
DOUGLAS COUNTY, OREGON AND TEAMSTERS LOCAL UNION NO. 223 PATRICIA K. HITT, COUNTY CLERK

Douglas County, Oregon (the "County") and Teamsters Local Union No. 223 (the "Union") are parties to a collective bargaining agreement in effect through June 30, 2016.

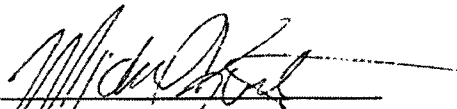
The purpose of the Memorandum of Agreement is to clarify the intention of the bargaining parties relative to eligibility for health and welfare benefits from the Oregon Teamster Employer's Trust (OTET), as referenced in Article X of the collective bargaining agreement, and to recognize changes in health benefit eligibility that are required by the Patient Protection and Affordable Care Act. (PPACA)

This Memorandum of Agreement is effective January 1, 2014 and shall supersede the prior Memorandum of Agreement dated August 13, 2013.

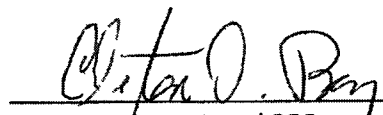
After meeting the initial eligibility requirement of having worked 80 compensable hours (as provided in subscription agreements covering prior contract periods), and after an initial 60 days of employment requirement has been satisfied for the current contract period subscription agreement, the intent of the parties has been and remains that an employee of the County covered by the collective bargaining agreement will be eligible for the health and welfare benefits provided in Article X if he or she has eighty (80) compensable hours during a calendar month.

For purposes of this Memorandum, "compensable hours" include hours of work and payment to an employee for use of accrued paid leave benefits, including vacation, sick and compensatory time.

Signed this 20th day of December, 2013



For Douglas County



For Teamsters Local 223