

MEMORANDUM OF UNDERSTANDING

WHEREAS, Douglas County and Oregon AFSCME Council 75 ("Union") agree to the following:

WHEREAS, the parties entered into an initial Collective Bargaining Agreement effective 2014-2017 for the Deputy District Attorneys and an initial Collective Bargaining Agreement effective 2014-2015 for the Juvenile Department;

WHEREAS, in both contracts the parties agreed on the following language regarding dues deductions:

Section One: Check off

Any employee who is a member of the Union, or who has applied for membership, shall sign and deliver to the Union, who shall forward to the County, an original assignment authorizing deductions of membership dues. Such authorization shall continue in effect from year to year unless revoked or changed in writing. Pursuant to each authorization, the County shall deduct such dues from the first salary check of each employee, each month. The aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer of the Union by the 10th day of the succeeding month after such deduction is made. In the event that a part of this Article should be declared invalid or that the monthly payment should be ordered reimbursed to any member, the Union and its members shall be solely responsible for its reimbursement.

THEREFORE, the parties agree to amend the contract language as follows:

- Instead of "the County shall deduct such dues from the first salary check of each employee, each month" the parties agree to bi-weekly dues deduction.
- In addition, the parties agree to a deduction rate of 1.27% of gross base wages
- The Union has identified the following wages codes to be included in the gross base wage calculation, REG, CU, FL, HL, JY, SK, VC, AL, DL & ML.
- The minimum dues amount is \$6.92 and the maximum dues amount is \$30.37.
- Additionally, the County will deduct one additional flat rate dues for each unit. Each unit may select the type of flat rate deduction (PEOPLES, etc.). That deduction will apply to all members wishing to include an additional deduction. The flat rate dues will be deducted each pay period.
- However, if, in the County's sole discretion, the additional flat rate deductions become too cumbersome, the County will provide notice to AFSCME and bargaining unit members and discontinue the deduction.

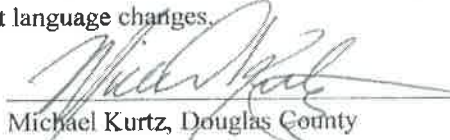
THEREFORE, the revised language is as follows:

Section One: Check off

Memorandum of Understanding Regarding Dues Deductions

Any employee who is a member of the Union, or who has applied for membership, shall sign and deliver to the Union, who shall forward to the County, an original assignment authorizing deductions of membership dues. Such authorization shall continue in effect from year to year unless revoked or changed in writing. Pursuant to each authorization, the County shall deduct such dues bi-weekly from the salary check of each employee. Generally the deductions will be 1.27% of gross base wages, with a minimum deduction of \$6.92 and a maximum deduction of \$30.37. from the first salary check of each employee, each month. The aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer of the Union by the 10th day of the succeeding month after such deduction is made. In the event that a part of this Article should be declared invalid or that the monthly payment should be ordered reimbursed to any member, the Union and its members shall be solely responsible for its reimbursement.

The parties agree to absolutely no other changes pursuant to the dues deductions and agree to no other contract language changes.



Michael Kurtz, Douglas County

8/4/14

_____ Date



Randy Ridderbush, AFSCME Representative

8/5/14

_____ Date