

DEC 28 2012

PATRICIA K. HITT, COUNTY CLERK

**MEMORANDUM OF AGREEMENT BETWEEN  
DOUGLAS COUNTY, OREGON AND TEAMSTERS LOCAL UNION NO. 223**

Douglas County, Oregon (the "County") and Teamsters Local Union No. 223 (the "Union") are parties to a collective bargaining agreement in effect through December 31, 2011.

The purpose of this 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.

The subscription agreements between the County and OTET covering contract periods July 1, 2002 through June 20, 2005 and July 1, 2005 through June 30, 2006, executed in March 2007, required that 80 hours be worked by the employee for eligibility for health and welfare benefits. The subscription agreement between the County and OTET that was in effect for the contract period December 31, 2006 through June 30, 2009, executed in February 2008, reflected initial eligibility for health and welfare benefits provided in Article X of the collective bargaining agreement to eligible County employees at the beginning of the month following ninety (90) days of employment with the County. The same provisions have been applied through the extension of the collective bargaining agreement from 2009 to 2010 and the collective bargaining agreement of 2010 through December 31, 2011.

After meeting the initial eligibility requirement of having worked 80 hours (as provided in subscription agreements covering prior contract periods), and after the initial 90-day 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 continue to 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 6th day of December, 2012

  
For Douglas County

 12-26-12  
For Teamsters Local 223