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3-5-2009
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**Memorandum of Agreement
"Wage Freeze"**

A. Parties to the Agreement

The parties to this Memorandum of Agreement are Multnomah County, Oregon (hereinafter "County") and Multnomah County Employees Union, Local 88, AFSCME, AFL-CIO (hereinafter "Union") on behalf of represented employees.

B. Background

Whereas, there is a major economic crisis gripping the entire country and there have been millions of job layoffs;

Whereas, there is an unprecedented General Fund shortfall which requires massive adjustments;

Whereas, Union members have voted to participate in negotiating cost-saving alternatives so that the job cuts can be kept as low as possible;

Whereas, Union members are dedicated to the communities we serve and live in and want to preserve direct core services as much as possible;

Whereas, there has been an overall reduction of represented FTE over the past 9 years at a rate significantly higher than the level of management reductions;

Whereas, the Chair has directed that management employees' salaries will be frozen for fiscal year 2009-10;

Now, therefore the parties agree to forego any wage increases for the fiscal year 2009-10, with the savings to be used to save Union jobs and the services they provide.

C. Agreement

1. The Union hereby agrees to suspend Article 14.I.C Wage adjustment for July 1, 2009, forgoing the annual cost of living adjustment to wages for fiscal year 2009-2010.

2. In addition, the Union agrees to suspend Article 15.II.B, such that no

Union represented employee shall receive a step increase for fiscal year 2009-2010.

3. Within 30 days after the release of his executive budget, the Chair agrees to notify the Union of the total amount of savings that result from the wage freezes agreed to under paragraphs 1 and 2 of this MOA.

4. Within 30 days after the release of his executive budget, the Chair further agrees to notify the Union of the total amount of savings by department and fund, and the number of Local 88 positions, by job classification and department, which he retains in his budget as a result of these savings.

5. The Chair is committed to an equitable distribution of cuts between represented and management service positions, to the extent possible within program and service needs.

This Memorandum of Agreement is effective upon signature of the parties.

Executed on March 10, 2009

For the County:



Carol Brown
Labor Relations

For the Union:



Bryan Lally
Council 75 Representative