

MEMORANDUM OF AGREEMENT

A. Parties

The parties to this Memorandum of Agreement (MOA) are Multnomah County, Oregon (hereinafter "County") and Local 88 [Juvenile Custody Service Specialists (JCSS)] of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter "Union").

B. Background

In 2007, the County and Union were in the process of negotiating a successor collective bargaining agreement (hereinafter "CBA") to the 2005-2007 CBA. On October 10, 2007, the parties reached a tentative agreement on new language for Article 11 – Health and Welfare of the successor CBA. The parties inadvertently omitted the inclusion of the existing section of what was then known as Article 11, Sec. IV, "Retiree Life Insurance."

The parties did not discover the omission in the subsequent interest arbitration and the October 14, 2008 award of the arbitrator was based on the County's Last Best Offer (LBO) which established the 2007-2010 CBA. The County's LBO included the tentative agreement referenced above and should have included the unaltered language on Retiree Life Insurance referenced above. Therefore, the parties wish to amend the 2007-2010 CBA to reflect their original intent.

C. Terms of Agreement

1. This MOA amends the 2007-2010 CBA to include the following language, previously known as Article 11, Sec. IV "Retiree Life Insurance," in the 2005-2007 CBA:

Retirees of Multnomah County who have at least ten (10) years of County service will be provided with two thousand dollars (\$2000) term life insurance coverage during the period of time they receive pension benefits.

This language will be included as Article 11, Sec. III, "Retiree Life Insurance," in the 2007-2010 CBA.

2. The parties agree that for benefits purposes the Retiree Life Insurance language should be regarded as remaining in effect without lapse between the 2005-2007 and 2007-2010 CBAs.
3. The parties agree that this MOA does not establish a precedent, custom or practice between the parties regarding any other matters not addressed in this MOA.

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

Executed this 27th day of January, 2009.

For the County:



Blaise M. Lamphier
Labor Relations Manager

For the Union:



Bryan Lally
Council 75 Representative