

**Memorandum of Agreement
Between
Benton County
And
AFSCME Local 2064**

The county of Benton (County) and the American Federation of State, County, and Municipal Employees (AFSCME), Oregon Council 75, Local 2064, AFL-CIO (Union) enter into this memorandum of agreement to make the 2021-2024 Collective Bargaining Agreement (“Agreement”) sex and gender inclusive by amending the Agreement as follows:

1. Replace “his/he” or “her/she” pronouns with “their/they.”

2. Section 1.2 Definitions

For the purposes of this agreement, the word employee shall refer only to Benton County employees who are members of the bargaining unit as defined in Section 1.1. ~~All references to employees in this agreement designate both sexes and whenever either gender is used it shall be construed to include both male and female employees.~~

3. Section 5.3. Union Activity (second paragraph)

Before engaging in Union business as listed in items 1-7 above on paid time, the Union representative, steward, or other Union official shall provide notice to ~~his or her~~ their supervisor of the need for Union business and obtain their approval. It is further understood that Union Stewards and Union appointees will record Union activity on paid time in the County’s timekeeping system.”

4. Section 13.4 Overpayments and Payments in Violation of Contract

Any employee receiving unauthorized payments has the obligation to call such error to the attention of ~~his or her~~ their supervisor once the overpayment is discovered.”

5. Section 16.9. Seniority During Periods of Disability

Employees who are on leave and receiving income from non-County sources shall not accrue seniority hours during periods of disability except as provided for in Section 12.7. Once an employee has completed initial probation, if they were off work due to an approved workers’ compensation claim, the employee will accrue seniority based on ~~his or her~~ their regular FTE, as follows: once the claim is approved, seniority will be retroactive to the date the time loss began”

6. Section 22.6.A.1. Grievances at step 1.

An employee, with or without Union representation, shall have five (5) working days from the date of occurrence of the circumstance(s) giving rise to a potential grievance, or from the date of employee's first knowledge of the occurrence, to informally discuss the problem or issue with ~~his or her~~ their supervisor, to define the issue, and to resolve the issue if possible."

It is the intent of the parties to remove binary gender references, without otherwise modifying the purpose and meaning of the Agreement.

For the Union:

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Dawn Dale

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Dawn Dale, President, AFSCME Local 2064

DocuSigned by:

Kim Harman

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Kim Harman, AFSCME #75 Council Representative

03/07/2022

Date

03/07/2022

Date

For the County:

DocuSigned by:

Tracy Martineau

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Tracy Martineau, HR Director, Benton County

03/07/2022

Date