

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding between the City of Bend Employees Association (COBEA) and the City of Bend (City) is for the purpose of memorializing the agreement between the parties as it relates to the Unit Clarification interests of COBEA related to specific Non-Represented positions.

Recitals

- A. COBEA has notified the City that it has community of interest concerns related to the Non-Represented administrative support positions currently not represented by COBEA.
- B. The City has agreed to meet and confer over of the appropriate bargaining unit status of these administrative support positions.
- C. The City has notified COBEA that it intends to request budgetary authority during the 2017-2019 biennium to conduct a classification study that incorporates the administrative support positions that COBEA has declared an interest in clarifying representation status.
- D. The parties agree that it would be optimal to conduct the classification study prior to determining final representation status of the administrative support positions.

Terms of Agreement

1. COBEA agrees to not pursue a Unit Clarification petition with the Oregon Employment Relations Board prior to July 1, 2018 for any positions currently categorized as Non-Represented by the City.
2. The City agrees to conduct a classification study to include (but may not be limited to) the following existing positions:
 - a. Data Specialist
 - b. Office Specialist 1, 2, 3
 - c. Administrative Specialist, Sr. Administrative Specialist
 - d. Executive Assistant
 - e. Program Technician, Program Technician 2
3. Upon completion of the study, the City will share the results with COBEA and the parties will meet and confer regarding the appropriate representation status of the employees included in the study.
4. Pursuant to ORS 243.698 (mid-term expedited bargaining), if the parties have not reached agreement on the representation status of the study

participants within 90 days of receipt of the classification study final report, COBEA may submit a unit clarification petition to the Employment Relations Board for determination, subject to COBEA's commitment to not do so prior to July 1, 2018.

This Memorandum of Understanding is effective this 19 day of April, 2017.



Rob DuValle, HR Director
City of Bend



Brice Blackwelder, President
COBEA