

NO CONTRACTING OUT BARGAINING UNIT WORK MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between the Reynolds School District (District) and the Oregon School Employees Association Chapter 37 (Association) for the purposes of setting forth the terms and conditions of the parties' agreement concerning the contracting out of work performed exclusively by members of the Association's bargaining unit. As part of the parties' agreement for a ~~2017-18~~¹⁴⁻¹⁷ successor collective bargaining agreement, the District and Association hereby agree to the following:

1. For the period of July 1, ~~2017~~⁵ through June 30, ~~2018~~¹⁶, the District shall not contract out work that, as of the signing of this Agreement, is being performed exclusively by members of the Association's bargaining unit.
2. This agreement shall not impact the District's established right to utilize substitute employees consistent with the terms and conditions of the collective bargaining agreement.
3. This prohibition against contracting out shall not prevent the District from hiring third-party contractors to perform specialized work in situations in which bargaining unit members either do not have the expertise or experience.
4. When insufficient time and/or manpower exists to have the work completed, the following steps will be taken:
 - A. The District will first attempt to utilize staff from existing substitute lists to complete the work.
 - B. The District may then use temporary staff in accordance with Article 1 Recognition, C and D either through direct hire or through a temporary agency as follows:
 - C. For the purpose of this paragraph, temporary employees are those irregular employees hired for a specific period of time, not to exceed sixty-five (65) continuous workdays (e.g., summer help, or any specific job, and cannot be repeated).
 - D. Beginning in March of each school year, the district may identify new job openings as "balance of the year" if there is a possibility that the job may not be carried forward to the new school year. The district will notify the Association and the job shall be considered temporary. Should an extension of the sixty-five (65) days be needed to complete the school year, the Association and the District shall negotiate that extension.
5. This agreement shall expire as of June 30, ~~2018~~¹⁶, and will not be automatically extended or be considered part of the status quo. The District agrees to meet with the Association to negotiate pursuant to ORS 243.698 over whether this Memorandum of Agreement should be extended for the ~~2017-18~~¹⁶⁻¹⁷ contract year. Such negotiations shall commence on or before March 30, ~~2017~~¹⁶. Any such extension, to be effective, must be in writing and signed by both parties.

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6. This agreement shall not serve to modify any rights, duties or obligations of either party as set forth in the collective bargaining agreement except as specifically described in this Memorandum.

For the District:

For the Association:

Date

Date