

CITY OF SPRINGFIELD, OREGON



HUMAN RESOURCES DEPARTMENT

225 FIFTH STREET
SPRINGFIELD, OR 97477
PHONE: (541)726-3705
FAX: (541)726-3782
hr@ci.springfield.or.us

June 19, 2006

Allison Hassler
District 75, AFSCME
1174 Gateway Loop
Suite 112
Springfield OR 97477

Dear Ms. Hassler:

During the course of our negotiations for a successor to the 2003-2006 AFSCME agreement we had an opportunity to discuss some of the situations where Section 1.2 of the Agreement might be applied. This letter will set out the City's understanding of how that section impacts a number of those situations.

It is the City's understanding that this section does not offer a way to subcontract work customarily done by members of the bargaining unit. Rather it is designed to offer an opportunity to fill short term needs with temporary staff. Should long-term needs exist which would require new employees for a period of longer than approximately 4 months (the equivalent of 173.33 hours a month for four full months is 693.33 hours), the employees would become members of the bargaining unit in accordance with the contract. The City will not abuse this provision through the retention of the same individuals under contractual arrangements once they have worked 693.33 hours as City employees.

Similarly, it is the City's understanding that this provision would not preclude the City from entering into contracts with other firms to provide services to the City, subject, of course to our duty to bargain if this involves regularly contracting out bargaining unit work. In some cases the individuals provided by these companies may be former City employees. Particularly where the contractual assignments are for only part-time work, we do not believe that using these former employees violates the provisions of Section 1.2.

Finally, the City believes that this provision, as consistently applied over the past several years, does not preclude the City from reemploying, on a seasonal basis, those individuals who have previously served on summer crews.

If the foregoing accords with your understanding, please so signify by signing and dating this letter below.

Very truly yours,

Bill Spiry,
Human Resources Director

Allison Hassler
6/19/06