

TRSD 2019-20 "Workshare" Reduction Memorandum of Agreement

In response to the public health emergency and economic challenges presented by the COVID-19 pandemic, and because of the availability of state and federal resources that are available to employers and employees, Three River School District (TRSD) herein referred to as Employer, and Three Rivers Education Association/Southern Oregon Bargaining Council herein referred to as the Association, agree to the following:

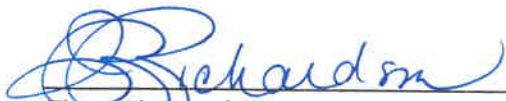
1. This memorandum shall not go into effect until Employer is approved to participate in the Oregon Workshare program and until the memorandum is ratified by both parties.
2. Tier I and Tier II PERS eligible employees who believe they are within the final three (3) years of their employment shall be provided the opportunity to not participate in this program. In addition, any employee who has not worked for the District full-time for six months or part-time for 12 months is not eligible to collect unemployment benefits.
3. Employer shall reduce the hours of each bargaining unit member (less those in who opted out in section 3.) by 20% for each week, by furloughing one day a week, beginning on the Friday following approval to participate in the Oregon Workshare program through June 5, 2020. In addition, the parties agree to furlough Monday, June 8, 2020. Compensation for bargaining unit members shall be reduced by 20% for each of these weeks. This money shall be removed from employees' August pay period.
4. Employer shall continue to provide the same health insurance contribution and benefits to each bargaining unit member that it provided prior to this agreement.
5. Bargaining unit members shall not perform any duties during the furloughed days.
6. The Association and the Employer shall jointly sign the Work Share application.
7. With assistance from Employer and Association, bargaining unit members shall file the paperwork necessary to receive unemployment payments under the Oregon Workshare program.
8. Employer shall allow, and assist when requested, all bargaining unit members (except as noted in #2 above) to access all available government unemployment assistance, including that provided under the Federal Pandemic Unemployment Compensation program (FPUC) as set forth in the CARES Act.
9. The parties acknowledge Governor Brown's waiver of Oregon's one week waiting period for unemployment eligibility, thereby allowing bargaining unit members to be eligible for unemployment benefits beginning with the first reduced work week.
10. Employer shall pay the full contractual daily rate of pay, as if there had been no reduction in work hours, for any furloughed day in which a bargaining unit member did not receive Workshare unemployment benefits or FPUC compensation.
11. This memorandum shall expire on June 30, 2020.



Three Rivers School District

5-14-2020

Date



Three Rivers Education Association

5/14/20

Date