The above-named entities are parties to a collective bargaining agreement (CBA) scheduled to expire on June 30, 2020. The parties have agreed to extend their CBA for one year. Pursuant to this extension agreement, the 2017-2020 CBA will remain unchanged with the following exceptions:

1. Article 29, Effective Date and Termination, will be modified to provide for an expiration date of June 30, 2021. In addition, the date for either party to provide notice of intention to renew or modify the CBA will be changed to January 1, 2021.

2. Article 17, Health and Life Insurance, Section 17.1, will be modified to provide as follows:

   Should health insurance premiums for plan year 2021 increase by ten percent (10%) or more over the preceding year, either the County or the Union may reopen discussion concerning restructuring of contribution rates and/or a restructuring of benefit plan design. The parties agree to a forty-five (45) day mid-term bargaining period in the event a reopener is exercised.

3. Appendix A, Hourly Wage Rates, will be modified to add the following:

   Effective the first full pay period in July 2020 through the pay period closest to June 30, 2021, increase wage rates in effect June 30, 2020 by a percentage equal to the percentage change in the CPI-W, West Coast (Annual Average for 2019) with a maximum increase of 4.5% across the board. (The parties agree that the CPI-W, West Coast (Annual Average) for 2019 is 2.6%.

   Effective the first full pay period in July 2020 through the pay period closest to June 30, 2021, increase wage rates in effect June 30, 2020 by an additional 5.4% as a market adjustment, for a total increase of 8%.

Agreed on this ___ day of May, 2020

WASHINGTON COUNTY     OREGON NURSES ASSOCIATION

By_____________________________     By_________________________________