



EVELYN MINOR-LAWRENCE
DIRECTOR

DEPARTMENT OF HUMAN RESOURCES

PUBLIC SERVICES BUILDING
2051 KAEN ROAD | OREGON CITY, OR 97045

MEMORANDUM

December 7, 2022

To: Board of County Commissioners
From: Eric Sarha, Deputy Director of Human Resources

RE: Clackamas County's Declaration of Impasse in its Labor Negotiations with AFSCME-WES, Local 350-4.

Background

Clackamas County (County) and the American Federation of State, County and Municipal Employees, Local 350-4 (AFSCME-WES) entered into negotiations for a new labor contract on July 19, 2021. The County and AFSCME-WES held ten (10) traditional bargaining sessions and two (2) mediation sessions. On March 16, 2022, the County and AFSCME-WES reached tentative agreement on a new two (2) year contract. On July 19, 2022, AFSCME-WES filed an unfair labor practice complaint with the Employment Relations Board against Clackamas County related to the tentative agreement reached on March 16, 2022. On October 5, 2022, the Employment Relations Board ruled in AFSCME-WES's favor; therefore, on November 29, 2022, Staff presented the two year successor contract to the Board of County Commissioners, for their review. On November 29, 2022, the Board voted not to ratify the two-year labor contract.

As a result of the Board's vote, on December 6, 2022, the County's contracted chief negotiator sent AFSCME-WES's designated representative an offer to meet in another mediated session for further discussion, but that the County's bargaining team does not have any additional economic authority. It is highly likely that another mediation session will be not be productive.

Next Step in the Bargaining Process

Clackamas County and AFSCME-WES have not reached agreement for a successor labor contract after completing the required 150-days of traditional bargaining and 15-days of mediation. Therefore, the next step in the bargaining process is the

declaration of impasse, which requires written notification to the State Conciliator with a copy submitted to AFSMCE-WES on that same day.

Recommendation

Staff recommends the Board approve the County's declaration of impasse in its labor negotiations with AFSCME-WES.