

**Journeyman's Card or Trades License
Letter of Agreement**

I. PARTIES

The parties to this agreement are the Marion County Business Services Department and Marion County (hereinafter, "the County") and SEIU Local 503, OPEU/MCEA Local 294 (hereinafter, "the Union").

II. PURPOSE OF THE AGREEMENT

The purpose of the agreement is to provide a five percent (5%) differential pay to those building maintenance specialists, senior building maintenance specialists, and facilities maintenance and systems coordinators who possess a valid journeyman's card or trades license related to the performance of maintenance and repair work essential to the function of County buildings, which allows the County to complete work that would otherwise be contracted out at a greater expense.

III. AGREEMENT

The parties agree that employees who possess, have made it known to their supervisor, and have provided verification of a valid and current journeyman's card or trades license related to the performance of maintenance and repair work essential to the function of County buildings shall receive a five percent (5%) differential for all hours worked while in possession of a valid journeyman's card or trades license. Maintenance of valid and current journeyman's card or trades license will be the sole responsibility of the employee. If the Journeyman's card or trades license is suspended, revoked, or in anyway invalid, the employee shall no longer qualify for the five percent (5%) differential.

IV. CONCLUSION

The chief administrative officer, appropriate elected official or department head, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2022.

Agreed this date: May 20, 2020

For the Union



Latricia Straw (May 2, 2020)

Latricia Straw
President, MCEA/Local 294

For the County



Jan Fritz
Chief Administrative Officer

Journeyman's Card or Trades License Letter of Agreement

Page 2


Keith Quick (May 11, 2020)
Keith Quick
Bargaining Coordinator, SEIU Local 503, OPEU


Melissa Unger (May 3, 2020)
Melissa Unger
Executive Director, SEIU Local 503, OPEU


Colleen Coons-Chaffins
Business Services Director


Bruce Armstrong
Bruce Armstrong
County Legal Representative


Michelle Shelton
Michelle Shelton
Chief Human Resources Officer