

**LETTER OF AGREEMENT**  
**State of Oregon and Oregon AFSCME Council 75**

This Agreement is between the State of Oregon (Employer) acting through its Department of Administrative Services (Employer) and the American Federation of State, County and Municipal Employees Council 75 (Union).

The purpose of this agreement is to provide modification and clarity pertaining to the post-*Janus* dues deduction and payment process. This Letter of Agreement applies to all executive branch AFSCME locals.

1. The parties agree to bring all AFSCME executive branch collective bargaining agreements into compliance with the U.S. Supreme Court decision regarding fair share deductions (*Janus v. AFSCME*). The parties agree that references to "fair share" found in the collective bargaining agreements are null and void. The parties further agree to meet and discuss any material differences in opinion regarding applicability of these provisions prior to filing any formal action.
2. The parties agree to the following indemnification language as applied to the **Union Rights/Security/Fair share** article(s) of each collective bargaining agreement.  
  
"The Union agrees that it will indemnify, defend and save the Employer and the Department/Agency harmless from all suits, actions, proceedings, and claims against the Employer and the Department/Agency or person(s) acting on behalf of the Employer and the Department/Agency whether for damage, compensation, reinstatement, or combination thereof arising out of the Department/Agency implementation of this Article. This provision does not limit, waive, or in any way impact the State's liability to AFSCME if the State fails to withhold and remit lawful dues to AFSCME as obligated under the parties' Collective Bargaining Agreement. "  
  
3. The parties agree to make procedural changes necessary to implement the timely deduction, processing and payment of Union dues and voluntary payments. The parties will produce a mutually agreed upon written procedure with a target completion date of August 20, 2018.

This agreement is effective upon signing.

For the State:

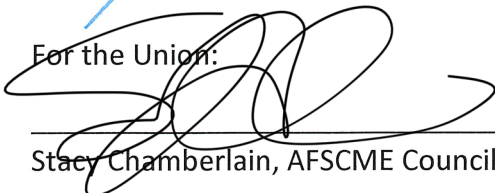


Kimberly B. Proffitt, DAS State Labor Relations Manager

8-8-18

Date

For the Union:



Stacy Chamberlain, AFSCME Council 75, Executive Director

8/7/18

Date