

# 2020 CONTRACT

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## How bargaining works: Current contract language

There are several sections in AFSCME Local 3580's current contract that discuss contract bargaining. You can view the current contract at [afscme3580.org](http://afscme3580.org).

Article 1, Preamble (Complete Agreement): States the contract is the complete agreement between the parties and supersedes any and all previous agreements and understanding except for those the parties specifically agree to continue during the new agreement.

Article 2 Recognition: Identifies who is in our bargaining unit. This section determines who we are bargaining for and who is covered by our contract.

Article 3 Management rights

Article 4.11 Union Security, Negotiations: outlines paid time hours for current, non exempt (hourly) AFSCME Local 3580 members to participate on the bargaining table team. The current contract allows 360 total, combined hours, which is about 45, 8-hour days.

Article 5 No Strike or Lockout: During the term of the agreement there will be no work stoppage, slowdown, sickout, refusal to work, picketing (excluding informational picketing) or strike against the employer. The employer agrees that there will be no lockout during the term of the agreement.

Article 33 Savings Clause: States that the contract is subject to future state and federal laws. In the event that any portion of our contract is declared null and void by a court or the Oregon Employment Relations Board only such portions will be null and void and the rest of the contract will remain in effect.

Article 36 Term of Agreement: Sets the start and ending date of the contract.