

**Memorandum of Understanding  
Between  
The City of Cannon Beach  
and  
SEIU Local 503, Oregon Public Employee Union  
City of Cannon Beach Local 921**

WHEREAS, the collective bargaining agreement (CBA) between the City of Cannon Beach (City) and SEIU Local 921 (Union) expires on June 30, 2021; and

WHEREAS, due to the economic impact of the COVID-19 pandemic on the City, the Union and the City have agreed to amend the current CBA to provide for a 0% cost of living adjustment for fiscal year 2020-2021; and

WHEREAS, the Union and the City wish to commemorate the agreement in this memorandum of understanding.

NOW THEREFORE, the parties agree as follows:

**Section 1:** Unless otherwise stated below, all provisions of the collective bargaining agreement expiring June 30, 2021, will remain in full force and effect.

**Section 2:** Article 19 section 3(c) is amended to read: "Salary schedules will be adjusted upward by the average annual percentage increase of the prior year of CPI-U All Cities on July 1, 2017, 2018, and 2019 and 2020, with a minimum of 2% and a maximum of 5%. There will be no salary adjustment on July 1, 2020."

SEIU LOCAL 921

By: Melissa Unger 6/1/20  
[Name]/Date

CITY OF CANNON BEACH

By: [Signature]  
Sam Steidel, Mayor/Date

By: [Signature]  
Bruce St. Denis, City Manager/Date