

MEMORANDUM OF AGREEMENT

WHEREAS, JCAESP-AFSCME Local 4011 (hereinafter the "Union") has established majority support and been recognized as the exclusive agent for the Nutritionists Bargaining Unit;

WHEREAS, the JCPS Board of Education has directed JCPS and the Union to negotiate an interim Agreement prior to the expiration of the 4011 Agreement;

WHEREAS, this Agreement shall expire on June 30, 2017 but will be in effect until the parties reach a new Collective Bargaining Agreement. Upon expiration of this Agreement or before, the parties will merge the Nutritionists into the Collective Bargaining Agreement between the Jefferson County Board of Education and the Jefferson County Association of Educational Support Personnel-American Federation of State, County and Municipal Employees on behalf of Local 4011. The merger will occur following ratification of this Memorandum of Agreement. Payroll dues deductions will begin 30 days after the JCBE's approval of the Memorandum of Agreement.

Now be it HEREBY RESOLVED,

The Jefferson County Board of Education, the Jefferson County Association of Educational Support Personnel-American Federation of State, County and Municipal Employees on behalf of Local 4011, and the Jefferson County School Nutrition Association hereby agree to this "Bridge Agreement." The Jefferson County School Nutrition Association Collective Bargaining Agreement will run parallel to the Local 4011 Agreement consisting of the following Articles of the Local 4011 collective bargaining agreement, which will supersede the language in the Nutritionist's Agreement regarding union rights, discipline, and the grievance process:

1. Article 4 – UNION RIGHTS with the exclusion of any provisions that refer to "fair share fees"
2. Article 15 – DISCIPLINE
3. Article 22 – GRIEVANCE PROCEDURE

The Union shall save the Employer harmless against any claims, legal or otherwise, which may arise from this Bridge Agreement. The Union retains the right to defend such claims.

Board of Education of Jefferson County, Kentucky

DATE

Chairman of JCBE

DATE

Donna Hargens, JCPS Superintendent

DATE

Tom Hudson, Chief Business Officer of JCPS

Jefferson County Association of Educational Support Personnel-AFSCME LOCAL 4011

2-6-2017
DATE

Debra Garcia
Debra Garcia, Executive Director AFSCME Council 962

2/6/17
DATE

Julie Martin
Julie Martin

02/04/17
DATE

Myra Pugh
Myra Pugh, AFSCME Council 962 Staff Representative