

COMPLETE AGREEMENT

The Parties acknowledge that the negotiations resulting in this Agreement provided an unlimited opportunity to make demands and proposals with respect to matters in “employment relations” as defined by ORS 243.650(7). This Agreement incorporates and represents the sole and exclusive agreement between the Parties following those negotiations. The Parties agree that for the lifetime of this Agreement, neither Party shall be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.