

## **MEMORANDUM OF AGREEMENT**

### **I. Parties to the Agreement**

The parties to this Memorandum of Agreement (hereafter referred to as “MoA”) are Multnomah County, Oregon, (hereinafter referred to as the “County”), and Local 88 of the American Federation of State, County and Municipal Employees, AFL-CIO, (hereinafter referred to as the “Union”). This agreement applies to the General Unit 88-0, the Physicians Unit 88-2, the Dentists Unit 88-5, and the JCSS Unit 88-6.

### **II. Background**

The County and the Union values the work of its frontline workers who have continued to provide critical public services during the COVID-19 pandemic, which is the longest public health crisis in recent history. In appreciation for their continued service to support the most vulnerable in our community, the County wishes to provide a monetary incentive to frontline workers during the pandemic.

### **III. Terms of Agreement**

A. Frontline workers are defined as those who worked onsite or in the field for the County for 320 hours between March 1, 2020 and June 30, 2021 to maintain County operations during the COVID-19 pandemic. Employees hired after July 1, 2021 are not eligible.

B. Frontline employees will receive a one-time incentive payment of \$1,500 prorated by their FTE status listed in Workday and as defined in the parties’ collective bargaining agreement. Frontline employees that are listed as less than a full-time FTE in Workday and worked additional hours between March 1, 2020 and June 30, 2021 will be included in a proration calculation and their payment will be based on hours worked. However, if the employees worked less than their FTE, they will receive the payment based upon their FTE. This incentive payment is subject to all regular taxes and withholdings.

C. Eligible workers include regular status, on-call, temporary, and limited duration employees.

D. Employees on a leave of absence and who were frontline workers during the pandemic are eligible if they meet the above criteria.

E. Payments are expected to be made on December 15, 2021. Employees must be employed as of November 12, 2021 to be eligible.

F. Employees who are not included in the frontline worker list and believe they should be may request a department review. The County maintains the sole discretion to determine who is included as a frontline employee for the purposes of this incentive.

G. Any dispute pertaining to this agreement shall be subject to the parties' grievance procedure beginning at Step 3.

H. This is the complete agreement between the parties and does not constitute a precedent for any similar situation in the future.

Agreed to this 22 day of November, 2021.

For the Union:



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Eben Pullman, Lead Council Rep.  
AFSCME Local 88

For the County:



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Shelly Kent, Labor Relations Director  
Multnomah County