

# **MEMORANDUM OF AGREEMENT**

## **Psychiatrists Specialty Premium**

### **I. Parties**

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "the County"), and Local 88-2 Physicians and Psychiatrists of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter "the Union").

### **II. Background**

- A. During the successor bargaining for the 2022-2025 Physicians Collective Bargaining Agreement (hereinafter "CBA"), the parties agreed to add the Psychiatrists, except on-call, temporary, and intern/extern Psychiatrists, to the Local 88-2 Physicians Bargaining Unit. Prior to the addition to the bargaining unit, the Psychiatrists were Non-Represented employees.
- B. As Non-Represented employees, Psychiatrists who had medical expertise and were assigned specialty responsibility which required additional certification and the passing of a subspecialty examination given by the appropriate medical board recognized within the State of Oregon were eligible to receive the five percent (5%) Health Advice Expertise Premium.
- C. At this time, there is one (1) regular Psychiatrist, Leigh Hedrick, who was receiving the five percent (5%) Health Advice Expertise Premium when she was a Non-Represented employee.
- D. The parties have a mutual interest to enter into this MOA regarding Specialty Premium for the represented Psychiatrists.

THEREFORE, the parties mutually agree as follows:

### **III. Terms**

- 1. A differential of five percent (5%) of base rate will be paid to represented Psychiatrists who have medical expertise and are designated as having specialty responsibility which requires additional post graduate fellowship.
- 2. The MOA will expire on June 30, 2025, unless the parties mutually agree to extend the MOA or incorporate the language into the CBA during successor contract negotiations for the Physicians and Psychiatrists 2022-2025 CBA.

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3. This MOA shall not be construed as establishing a precedent, custom, or practice outside of the terms of this MOA.
4. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to the grievance procedure set forth in Article 15 of the parties' CBA.

Agreed to this 10<sup>th</sup> day of March, 2023.

For the Union:

*Eben Pullman*

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Eben Pullman  
Bargaining & Representation Manager  
Oregon AFSCME Local 88

For the County:

*James J. Opoka*

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James J. Opoka  
Labor Relations Manager  
Multnomah County