



## **Important Notice - See Time Limits Below**

**To:** Multnomah County Local 88 Employees

**From:** Ann Boss, Labor Relations Manager (Countywide Layoff Coordinator)

**CC:** Michael Hanna, Union President, Local 88  
Bryan Lally, Issa Simpson, Regina Cutler, Local 88 Business Representatives

**Date:** March 1, 2012

**RE:** Posted Annual Local 88 Seniority List

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Attached is the annual publication of the Local 88 seniority list. Employees have thirty (30) days to review the list for errors. After the thirty (30) day review period expires, the list will be republished in April reflecting any changes. Errors that are brought to the attention of Human Resources after the April posting will be corrected in SAP and reflected on future seniority lists that are published.

***Prior to contacting Human Resources about a seniority question, please review the [Useful Local 88 Seniority List Information sheet](#) to see if your question is answered.***

If you think that your seniority date is inaccurate, please contact your department human resources unit, then:

Ann Boss  
Multnomah County Labor Relations – 503/3/300  
501 S.E. Hawthorne Blvd, Suite 300  
Portland, OR 97214  
[ann.boss@multco.us](mailto:ann.boss@multco.us)

When communicating your issue to Ann, please put the information **in writing** and include the following:

- Your name and contact information
- Your department name
- Your classification
- Specifics pertaining to your situation; explain why your seniority is wrong and how you were advised by your Human Resources department

Seniority issues are resolved in collaboration with your Department Human Resources Staff. If, after attempting to resolve your concern through the above process, you continue to believe the seniority determination is in error, you can file a grievance at Step 3 directly or through your union steward or business representative. **Grievances can only be filed on seniority since July 1, 2007.** A grievance must be received by Labor Relations in writing no later than thirty (30) days following your initial consultation with Central Human Resources on the matter. Article 21, Section VII.B of the Local 88 Agreement contains information and instructions on filing grievances. Additional information on grievance content requirements is listed in Article 18.

Employees can also contact their union steward or Local 88 Business Representative at 503-239-9858 to discuss seniority questions and concerns.