**MCCDA Bargaining Update 1 (May 15, 2025)**

Multnomah County Corrections Deputies Association (MCCDA) is a union representing approximately 370 employees, making it our 3rd-largest Union. Their current contract expires on June 30, 2025. As of April 30, 2025, we have had two days of bargaining, with several more on the calendar.

Often in bargaining, the parties exchange proposals one by one, taking time to review each before accepting or countering. This year, the MCCDA bargaining team provided all of their proposals on the first day. The County has moved quickly to reach agreement or lay out counter-proposals on as much as we can right off the bat before delving into the more complex economic topics.

This is where we are today:

3 Tentative Agreements

9 Proposals pending with the County

9 Proposals pending with the Union

Read on for more detail about each proposal:

**Tentative Agreements**

* Ground Rules
* Article 5 - Association Security
* Article 13 - Workers’ Compensation
* Addendum B - Duty Status for Hearings/Court Subpoenas

**Article 2 - Definitions**

* MCCDA made proposal on 4/7/2025 to add definition of a shift
* County made counter-proposal on 4/21/2025 which incorporates Union shift definition prosal
* *Current status: Pending with Union*

**Article 6 - Check Off**

* MCCDA made proposal on 4/7/2025 that County would have to provide employee personal phone and email to union
* County made counter-proposal on 4/21/2025 to accept this proposal but clarify that County will only do so if this information is available in our system of record
* *Current status: Pending with Union*

**Article 8 - Holidays**

* MCCDA made proposal on 4/7/2025 for increased personal holiday accruals, increased holiday payouts, and increased shift differentials for some Holidays
* County made counter-proposal accepting 1 additional personal holiday and changing language around accrual to be based on normally scheduled work hours
* *Current status: Pending with Union*

**Article 9 - Vacation Leave**

* MCCDA made proposal on 4/7/2025 to increase accrual rate for employees with fewer than five years of service and to decrease notice of schedule changes from 20 days to 3 days
* County made counter-proposal on 4/21/2025 rejecting increased accruals and adding that vacation must be requested at least 24 hours before start of shift
* *Current status: Pending with Union*

**Article 10 - Sick Leave**

* MCCDA made proposal on 4/7/2025 for employees with 20 years or more of service to receive 50% of sick leave payout upon termination, and employees with 30 years or more get 100% payout of sick leave upon termination, and for employes to be able to donate sick leave in 1-hour increments to catastrophic leave program
* County made counter-proposal on 4/21/2025 rejecting catastrophic leave proposal; the County cannot respond on sick leave payout until reviewing with the rest of the financial package
* *Current status: Pending with Union*

**Article 11 - Other Leaves**

* MCCDA made proposal on 4/7/2025 their executive board members may conduct union business without loss of pay or without requirement to make up time, expanding bereavement leave scheduling, and adding great-great-grandparents to list of persons considered immediate family
* County made counter-proposal on 4/21/2025 to accept family member definition expansion but rejecting other proposals
* *Current status: Pending with Union*

**Article 12 - Health and Welfare**

* MCCDA made proposal on 4/7/2025 for expanded insurance opt-out reimbursement, increasing retiree medical coverage to 100% for retirees who completed 30 years of service, increasing life insurance up to $250k, and doubling VEBA contribution
* *Current status: Pending with County for review with other financial proposals*

**Article 14 - Seniority and Layoff**

* MCCDA made proposal on 4/7/2025 to include new language on work assignments and giving MCCDA a role in hiring
* County made counter-proposal on 4/21/25 to retain current contract language
* *Current status: Pending with Union*

**Article 15 - Hours of Work**

* MCCDA made proposal on 4/7/2025 that removes caps on comp time and vacation scheduling and decreases requirement for using comp time
* *Current status: Pending with County*

**Article 16 - Wages and Classifications**

* MCCDA made proposal on 4/7/2025 for significant increases to regular wages, stipends, and differentials
* *Current status: Pending with County*

**Article 17 - Corrections Service and Training Achievement Program**

* MCCDA made proposal on 4/7/2025 for employees to begin getting DPSST premium earlier
* *Current status: Pending with County*

**Article 18 - Disciplinary Action**

* MCCDA made proposal on 4/7/2025 for reducing discipline an employee may face if multiple policy sections have been violated during one event, limiting management consideration of an employee’s past disciplinary actions, increasing timelines for working with Internal Affairs, and reducing employee obligation to provide evidence to Internal Affairs
* *Current status: Pending with County*

**Article 19 - Officers Rights**

* MCCDA made proposal on 4/7/2025 to increase the timelines in situations of potential criminal investigations of a MCCDA member
* *Current status: Pending with County*

**Article 20 - Settlement of Disputes**

* MCCDA made proposal on 4/7/2025 to restrict who can support a MCCDA member in meetings and change work days to calendar days
* County made counter-proposal accepting language on days but rejecting limitations on employee choice of representative
* *Current status: Pending with Union*

**Article 21 - General Provisions**

* MCCDA made proposal on 4/7/2025 on what should be subject to bargaining allowing Sheriff’s Office staff to have outside employment
* County made counter-proposal to reduce TXs, increase suspension to 12 months, and add language to comply with MCSO policy on outside employment
* *Current status: Pending with Union*

**Article 24 - Termination**

* MCCDA made proposal on 4/7/2025 for the new 3-year agreement to expire on June 30, 2028
* *Current status: Pending with County*

**Addendum A - Wages**

* MCCDA made proposal on 4/7/2025 for wage increases of:
	+ Deputies: 6% market adjustment + 5% COLA in year 1 of contract

Sergeants: 8% market adjustment + 5% COLA in year 1 of contract

* + 5% COLA year 2
	+ 5% COLA year 3 of contract
* *Current status: Pending with County*