

Memorandum of Agreement

AFSCME 88-0 Trial Service Status Impacted by Layoffs

I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter referred to as “MoA”) are Multnomah County, Oregon, (hereinafter referred to as “the County”), and LOCAL 88-0, of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as “the Union”).

II. Background

- A. WHEREAS, the County has notified employees across the county of pending layoffs; and
- B. WHEREAS, only regular status employees who have passed their trial service period are afforded recall, seniority, and bumping rights under the contract; and
- C. WHEREAS, the Union and the County, through Collective Bargaining, have agreed to reduce the trial service period from twelve (12) months to six (6) months, but did not negotiate the retroactivity of this change, and the impacts it has on employees hired under previous contractual agreements; and
- D. WHEREAS, the Union has brought forth concerns with the intent of preventing future disputes related to the terms of initial trial service employees who are impacted by layoffs; and
- E. WHEREAS, the County and the Union disagree upon when, or if, there is retroactivity in that agreement; and
- F. WHEREAS, the County is amenable to collaborating on a solution to ensure mutual clarity in the handling of initial trial service terms for employees impacted by layoffs;

THEREFORE, the parties have reached the following Agreement:

III. Agreement

- A. The parties agree that it is in their mutual best interest to establish specific terms for initial trial service employees impacted by the FY27 budget. The parties agree that new employees who will have worked for the County for six (6) months and up to twelve (12) months as of June 30, 2026 can exercise recall, seniority, and bumping rights, regardless of initial trial service status.
- B. Neither party recognizes this agreement as surrendering rights or establishing

precedent or practice for initial trial service employees who are separated from County employment for reasons of performance, attendance or any other reason other than layoff. The parties agree that disputes related to trial service periods that are not part of the layoff process will be settled by separate, additional MOAs or through the grievance process.

C. This Agreement shall not establish a practice or precedent in any way.

D. This Agreement shall expire on July 1, 2026.

Agreed to this 16th day of March, 2026.

For the Union:



Adam Korst
AFSCME Council Representative

For the County:



Elizabeth Calixtro
Interim Labor Relations Director