

MEMORANDUM OF AGREEMENT

I. Parties to the Agreement

The parties to this Memorandum of Agreement (MOA) are Multnomah County, Oregon, hereinafter referred to as the "County," and Local 48, of the International Brotherhood of Electrical Workers (IBEW), AFL-CIO, hereinafter referred to as the "Union."

II. Background

In August 2015 the Union approached the County regarding the application of "Call In Time" as outlined in the collective bargaining agreement (CBA) Article 15, section 5. The County interprets the article to provide for a minimum of four hours of call-in time beginning as soon as the employee accepts the call-in assignment. During this four hour period any additional emergency situations that occur are considered part of the initial call-in time assignment. The County also asserts that additional call-in time pay is only applicable if a subsequent emergency assignment occurs at least 4 hours past the first call-in assignment. For example, if an employee accepts a call-in assignment at 8:00am, they will receive call-in pay until 12:00pm. If an additional emergency assignment occurs at 10:00am, this call will be considered part of the four hour call-in time pay that began at 8:00am. If an emergency call occurs at 1:00pm, the employee will receive additional call-in pay for the period beginning at 1:00pm and ending at 5:00pm. If an additional emergency call is initiated during the four hour call-in pay period but lasts past the 4 hour call in period, the employee will receive call in pay for the duration of the emergency assignment. For example, an employee that receives a call-in pay assignment at 8:00am will be paid call-in pay through 12:00pm, if an additional call-in assignment is given at 11:00am and lasts until 1:00pm, the call is part of the initial call-in assignment however, the employee would receive the additional one hour of pay at the appropriate rate of pay for a total of five (5) hours of call-in pay.

The Union asserts that past precedent exists that allows for stacking of call-in time regardless of when additional call-in emergencies occur. For example, if an employee accepts a call-in assignment at 8:00am, they will receive call-in pay until 12:00pm. If an additional emergency assignment occurs at 10:00am, this constitutes a new call-in assignment and employees should receive another four hours of call-in pay. Additionally, the Union states that employees who receive call-in pay have historically deducted a half hour (30 minutes) of stand-by pay for each call-in pay noted on the employee's time sheet. For instance, an employee who has been designated as on-call will receive two hours of stand-by pay for being in on-call status. If the employee receives one call-in assignment, the employee would reduce stand-by pay by 30 minutes.

This issue was brought to the attention of the parties during a review of employee, Mike Volk's, timesheet for the pay period covering August 15, 2015 through August 31, 2015. The employee's time sheet reflected the following:

Date	End Time	End Time	Time Card Classification	Hours Requested
8/29/15	10:30	12:25	Call In Pay	4
8/29/15	13:00	13:30	Call In Pay	4

At that time the County asserted that Mr. Volk was eligible for only one call-pay assignment, beginning at 10:30am and ending 2:30pm, since both calls were initiated and completed within the initial call-in pay assignment. Mr. Volk challenged the adjustment and both parties began a review of all IBEW Local 48 employees who have received call-in pay.

On May 6, 2016 the County and Union met to discuss and review the issues regarding call-in time. Both parties acknowledged that interpretation of Article 15, section 5 has been an ongoing issue and that both parties have an interest to provide clarity and guidance on the application of call-in time. The County and Union mutually agree to clarify the call-in pay procedures as follows:

III. Agreement

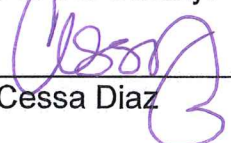
1. Effective August 18, 2016, employees who participate in the On-Call program and are in On-Call status who accept an emergency "Call-In" will receive 4 hours of call-in pay at the rate of one and one-half (1-1/2) times the employee's regular straight time rate only for the period elapsed from the commencement of the call-out to the commencement of the shift.
2. The four (4) hour period for a Call-In commences with the acceptance of the call-in assignment and ends four (4) hours later. *For instance an employee that accepts a call-in assignment at 8:00am, will receive call-in pay through 12:00pm.*
3. Emergency call-ins that occur within the first 3 hours and 45 minutes of the call-in period will be considered part of the original call-in time. *For example, an employee that began their call-in pay period at 8:00am and receives an additional emergency assignment at 11:00am will receive only one call-in pay period. Both emergencies are considered part of the original call-in period that began at 8:00am. If the duration of the 11:00am assignment extends past the end of the original four (4) hour call-in, the employee will receive call-in pay through the duration of the assignment. For example, if an employee begins a call at 8:00am, their four (4) hour call in assignment would end at 12:00pm. If the employee receives a call at 11:00am and the work is not completed until 1:00pm, the employee would receive five (5) hours of call-in pay.*
4. Emergency call-ins that occur during the last 15 minutes of the original call-in period will be considered a new call-in and employee's will receive an additional four hours of call-in commencing at the acceptance of the call-in assignment and ending four hours later. *For example, an employee that began their call-in pay*

period at 8am and receives an additional emergency assignment at 11:45am will receive an additional call-in pay period. The call received at 8am is eligible for a four hour call-in period and the call received at 11:45am will begin a second four hour call-in period ending at 3:45pm.

5. Emergency calls that occur at least four hours apart will be considered separate call-in pay periods. *For example, an employee that began their first call-in pay period at 8:00am will receive one four hour call-in period through 12:00pm. If the employee receives and accepts another call-in assignment at 1:00pm they will receive a new call-in pay period that will end four hours later at 5:00pm.*
6. On July 21, 2016 the Union requested the addition of two call out pay periods for Mike Volk for July 4, 2016. On July 4, 2016 Mr. Volk received a call to repair two lights at the Juvenile Justice Center. Although, the call-out to Mr. Volk was initiated with one dispatch call the Union is requesting two four hour call out periods. The interpretation of one dispatch call resulting in multiple call-outs is outside the initial scope and analysis of call-out practice, however the County will authorize the payment of two call-out periods for Mr. Volk's July 4, 2016 call-outs. Additionally, Mr. Volk deducted one hour of standby pay for the one phone call he received on July 4, 2016, the County has agreed to reinstate the one-hour standby deduction effective the signing of this agreement.
7. Effective August 18, 2016, the parties will discontinue the 30-minute reduction of "Stand-By" pay for each call-in accepted.
8. The County will pay stacked call-in pay assignments for the employees listed on the attached employee list. Stacked call-in pay will be paid as indicated on applicable time cards as listed in the attached employee list. The employees listed include all eligible employees and no further additions will be allowed. Additionally, the County will retroactively adjust reduced stand-by pay hours to employees beginning August 29, 2015 through August 18, 2016. Final verification of employee stacked pay and stand by pay adjustments, otherwise referenced as the "employee List", will be verified by both parties within five (5) days of the signing of this agreement.
9. Upon signing of this agreement, all employees will be subject to the call-in pay procedures as listed in this agreement.
10. The parties agree that this agreement does not establish a precedent, custom or practice outside of the terms of this MOA.


Agreed to this 18 date of August 2016.

For the County:



Cessa Diaz

For the Union:



Donna Hammond

Employee List
Updated 8/31/16

Eligible Stacked Call-In Assignments				
Employee	Date of Timecard	Call In Pay indicated on timecard	Call In pay already paid	Call In Pay Due
Fadness Martin	8/21/2015	2 call-ins	4.5 hours	3.5 hours
Fadness Martin	8/22/2015	3 call ins	6.5 hours	5.5 hours
Goulart, Derek	5/23/15	2 call-ins	5.5 hours	2.5 hours
Johnson, Paul	11/11/2015	2 call-ins	4 hours	4 hours
Johnson, Paul	12/27/2015	2 call-ins	4.75 hours	3.25 hours
Johnson, Paul	12/28/2015	3 call-ins	8 hours	4 hours
Lillie, Rebecca K	8/20/2016	2 call ins	0 hours	2 call-ins
Ognjenovic, Miodrag	11/29/2015	2 call-ins	4 hours	4 hours
Powell, Joshua	4/16/2016	2 call-ins	4 hours	4 hours
Utting, Matthew	11/22/2015	2 call-ins	4 hours	4 hours
Volk, Michael	8/29/2015	2 call-ins	4 hours	4 hours

Employee Stand-by Pay Adjustments			
NAME	SAP #	DATE	PAY CODE - 8080 Hours to be paid
Brady, Kelly P	12191	8/11/2016	0.5
Brady, Kelly P	12191	7/16/2016	0.5
Brady, Kelly P	12191	6/22/2016	0.5
Brady, Kelly P	12191	3/12/2016	0.5
Brady, Kelly P	12191	2/2/2016	0.5
Brady, Kelly P	12191	1/28/2016	0.5
Total Stand-by Pay due for:	Brady, Kelly P		3.0
Christopher, Thomas W	5001	5/21/2016	0.5
Total Stand-by Pay due for:	Christopher, Thomas W		0.5
Corbeil, Glen F	16380	6/26/2016	0.5
Corbeil, Glen F	16380	4/5/2016	0.5
Corbeil, Glen F	16380	4/4/2016	0.5
Corbeil, Glen F	16380	3/31/2016	0.5
Corbeil, Glen F	16380	1/9/2016	0.5
Corbeil, Glen F	16380	9/7/2015	0.5
Total Stand-by Pay due for:	Corbeil, Glen F		3.0
Esqueda, Luis F	6726	7/17/2016	0.5
Esqueda, Luis F	6726	6/17/2016	0.5

Employee Stand-by Pay Adjustments			
NAME	SAP #	DATE	PAY CODE - 8080 Hours to be paid
Esqueda, Luis F	6726	3/26/2016	0.5
Esqueda, Luis F	6726	3/19/2016	0.5
Esqueda, Luis F	6726	10/10/2015	0.5
Total Stand-by Pay due for:	Esqueda, Luis F		2.5
Fadness, Martin E	4448	8/12/2016	0.5
Fadness, Martin E	4448	7/17/2016	0.5
Fadness, Martin E	4448	6/15/2016	0.5
Fadness, Martin E	4448	6/12/2016	0.5
Fadness, Martin E	4448	4/26/2016	1
Fadness, Martin E	4448	4/13/2016	0.5
Fadness, Martin E	4448	4/10/2016	0.5
Fadness, Martin E	4448	4/9/2016	0.5
Fadness, Martin E	4448	2/26/2016	0.5
Fadness, Martin E	4448	2/14/2016	0.5
Fadness, Martin E	4448	2/13/2016	0.5
Fadness, Martin E	4448	2/12/2016	0.5
Fadness, Martin E	4448	11/22/2015	0.5
Fadness, Martin E	4448	11/17/2015	0.5
Fadness, Martin E	4448	10/24/2015	0.5
Fadness, Martin E	4448	10/3/2015	0.5
Fadness, Martin E	4448	8/22/2015	1.5
Total Stand-by Pay due for:	Fadness, Martin E		10.0
Goulart, Derek V	15938	5/1/2016	1
Goulart, Derek V	15938	2/7/2016	0.5
Goulart, Derek V	15938	11/15/2015	0.5
Goulart, Derek V	15938	5/23/2015	1.0
Total Stand-by Pay due for:	Goulart, Derek V		3.0
Heard, Shawn K	4085	2/29/2016	0.5
Heard, Shawn K	4085	2/26/2016	0.5
Heard, Shawn K	4085	1/23/2016	0.5
Heard, Shawn K	4085	1/21/2016	0.5
Heard, Shawn K	4085	10/10/2015	0.5
Total Stand-by Pay due for:	Heard, Shawn K		2.5
Johnson, Paul R	4297	5/30/2016	0.5

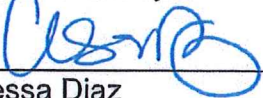
Employee Stand-by Pay Adjustments			
NAME	SAP #	DATE	PAY CODE - 8080 Hours to be paid
Johnson, Paul R	4297	12/28/2015	0.5
Johnson, Paul R	4297	12/27/2015	1
Johnson, Paul R	4297	12/26/2015	1
Johnson, Paul R	4297	11/6/2015	0.5
Total Stand-by Pay due for:	Johnson, Paul R		3.5
Lillie, Rebecca K	10262	6/30/2016	1.0
Lillie, Rebecca K	10262	6/30/2016	0.5
Lillie, Rebecca K	10262	5/16/2016	0.5
Lillie, Rebecca K	10262	5/15/2016	0.5
Lillie, Rebecca K	10262	5/14/2016	1.0
Lillie, Rebecca K	10262	5/12/2016	0.5
Lillie, Rebecca K	10262	3/20/2016	0.5
Lillie, Rebecca K	10262	2/13/2016	1
Lillie, Rebecca K	10262	1/7/2016	0.5
Lillie, Rebecca K	10262	11/1/2015	0.5
Total Stand-by Pay due for:	Lillie, Rebecca K		6.5
Ognjenovic, Miodrag D	6967	8/3/2016	0.5
Ognjenovic, Miodrag D	6967	7/31/2016	0.5
Ognjenovic, Miodrag D	6967	7/29/2016	0.5
Ognjenovic, Miodrag D	6967	4/20/2016	0.5
Ognjenovic, Miodrag D	6967	4/15/2016	0.5
Ognjenovic, Miodrag D	6967	4/14/2016	0.5
Ognjenovic, Miodrag D	6967	3/15/2016	0.5
Ognjenovic, Miodrag D	6967	6/25/2016	1
Ognjenovic, Miodrag D	6967	5/25/2016	0.5
Ognjenovic, Miodrag D	6967	3/13/2016	1
Ognjenovic, Miodrag D	6967	3/12/2016	0.5
Ognjenovic, Miodrag D	6967	3/5/2016	1
Ognjenovic, Miodrag D	6967	3/4/2016	0.5
Ognjenovic, Miodrag D	6967	2/9/2016	0.5
Ognjenovic, Miodrag D	6967	1/5/2016	0.5
Ognjenovic, Miodrag D	6967	1/1/2016	0.5
Ognjenovic, Miodrag D	6967	12/2/2015	0.5
Ognjenovic, Miodrag D	6967	12/1/2015	0.5
Ognjenovic, Miodrag D	6967	11/29/2015	0.5

Employee Stand-by Pay Adjustments			
NAME	SAP #	DATE	PAY CODE - 8080 Hours to be paid
Ognjenovic, Miodrag D	6967	11/28/2015	0.5
Ognjenovic, Miodrag D	6967	9/22/2015	0.5
Ognjenovic, Miodrag D	6967	9/20/2015	0.5
Ognjenovic, Miodrag D	6967	9/17/2015	0.5
Total Stand-by Pay due for:	Ognjenovic, Miodrag D		13.0
Phelps, Neal G	11282	4/16/2016	0.5
Phelps, Neal G	11282	3/9/2016	0.5
Phelps, Neal G	11282	1/27/2016	0.5
Phelps, Neal G	11282	1/21/2016	0.5
Phelps, Neal G	11282	12/13/2015	0.5
Phelps, Neal G	11282	10/17/2015	0.5
Phelps, Neal G	11282	10/15/2015	0.5
Total Stand-by Pay due for:	Phelps, Neal G		3.5
Powell, Joshua W	13499	4/19/2016	0.5
Powell, Joshua W	13499	4/15/2016	0.5
Powell, Joshua W	13499	3/9/2016	0.5
Powell, Joshua W	13499	1/25/2016	0.5
Powell, Joshua W	13499	12/13/2015	0.5
Powell, Joshua W	13499	9/20/2015	0.5
Total Stand-by Pay due for:	Powell, Joshua W		3
Sokolowski, Mark A	2188	8/6/2016	0.5
Sokolowski, Mark A	2188	8/5/2016	0.5
Sokolowski, Mark A	2188	6/26/2016	0.5
Sokolowski, Mark A	2188	5/15/2016	0.5
Sokolowski, Mark A	2188	5/12/2016	0.5
Sokolowski, Mark A	2188	2/22/2016	0.5
Sokolowski, Mark A	2188	1/13/2016	0.5
Sokolowski, Mark A	2188	11/27/2015	0.5
Total Stand-by Pay due for:	Sokolowski, Mark A		4.0
Utting, Matthew S	14666	8/13/2016	0.5
Utting, Matthew S	14666	7/11/2016	0.5
Utting, Matthew S	14666	6/5/2016	0.5
Utting, Matthew S	14666	3/27/2016	0.5
Utting, Matthew S	14666	2/21/2016	0.5
Utting, Matthew S	14666	10/7/2015	1

Employee Stand-by Pay Adjustments			
NAME	SAP #	DATE	PAY CODE - 8080 Hours to be paid
Total Stand-by Pay due for:	Utting, Matthew S		3.5
Volk, Michael A	7974	7/31/2016	0.5
Volk, Michael A	7974	7/28/2016	0.5
Volk, Michael A	7974	1/16/2016	0.5
Volk, Michael A	7974	10/10/2015	0.5
Volk, Michael A	7974	8/31/2015	0.5
Volk, Michael A	7974	8/30/2015	0.5
Volk, Michael A	7974	8/29/2015	1.0
Total Stand-by Pay due for:	Volk, Michael A		4.0

List Verified by:

For the County:

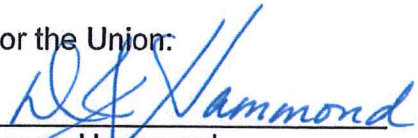


 Cessa Diaz
 Labor Relations Manager

9/1/16

 Date

For the Union:



 Donna Hammond
 Business Representative
 IBEW, Council 48

9/1/16

 Date