

## PROPOSED MEMORANDUM OF AGREEMENT

### I. Parties

The Parties to the MOA are Multnomah County, Oregon (hereinafter "County") and AFSCME Local 88, sub-local for Juvenile Custody Services Specialists, AFL-CIO (hereinafter "Union").

### II. Background

The parties negotiated a successor collective bargaining agreement which was ratified in June of 2014. Prior to the current contract, the bargaining unit consisted solely of "regular" employees as defined in Article 2.XIII. An organizing campaign resulted in recognition of "on-call" employees, as defined in Article 2.IX. These employees were represented in the contract bargaining and became part of the bargaining unit. The current contract is the first time in the history of the labor-management relationship that on-call employees have been represented as bargaining unit members.

Under the collective bargaining agreement as negotiated, on-call employees are not subject to the Fair Share language of Article 5.II.

### III. Terms

Effective starting the first payroll period of September 2014 (to be reflected on the 9/30/14 paycheck), the CBA terms set forth in Article 5.II.A. 1-5 and 5.II.C. shall apply to On-call JCSS employees.

This memorandum shall not be considered a precedent and may not be used as a means to justify further expansion of the rights of on-call employees under the agreement.

Dated this 11<sup>th</sup> day of August, 2014

For the Union:

For the County:

  
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Bryan Lally  
AFSCME Staff Representative

  
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Jeff Heinrich  
Labor Relations Director