

Memorandum of Understanding (Corrections Health Employees)

I. The Parties

The parties to this Memorandum of Understanding are Multnomah County, Oregon, hereinafter referred to as the "County" and the Oregon Nurses Association, hereinafter referred to as the "Association".

II. Background

The parties agreed to a minimum time of six (6) months to be served in a new position, either upon hire or transfer, prior to eligibility for further transfer, for the purpose of ensuring quality and continuity of patient care and improved operations.

III. Terms of Agreement

1. Effective March 1, 2017, Article 13, Section 7. Filling of Vacancies shall be interpreted as follows:

A. Posting

The County shall post all vacancies, new positions and positions which experience a FTE status change for a period of two (2) weeks, except seven (7) days for Corrections Health, listing the classification, number of hours, days per week, department, and shift of the employment position. The County may waive the initial posting period as recognized herein in the event of an emergency where the position may be filled temporarily for the duration of the emergency or for short periods where a position may be left vacant in preparation for a layoff.

B. Considerations in Selection Process

The County will fill all vacancies, new positions and positions which experience a FTE status change with first consideration given to qualified County employees over non-employees. The County shall select the most qualified applicant, considering such factors as years of service with the County, as well a clinical experience and educational background relevant to

the position. Qualified full-time and part-time employees shall be considered over on-call and temporary employees. The determination of an applicant's qualifications shall not be arbitrary or capricious.

C. Minimum time served in position

Employees will serve a minimum of six (6) months in a position, including probationary employees, prior to being considered eligible for a transfer into another position.

This represents the complete agreement of the parties to address the circumstances described in Section II of this agreement, and does not constitute a precedent for any similar situation in the future.

This Memorandum of Agreement will expire upon ratification of the successor labor contract.

Done this 3rd day of March, 2017

For the Association:



Amber Cooper
Labor Relations Representative

For the County:



Daisy Crawford
Labor Relations Manager *Dr. Analyst*