

## MEMORANDUM OF AGREEMENT

### **I. Parties**

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "County") and Local 88-2 Physicians, of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter "Union").

### **II. Background**

- A. The Loaned Provider Instructor Program is designed to offer a professional development opportunity to Health Department providers by allowing them to co-facilitate a course in a specialized field at A.T. Still University of Health Sciences.
- B. A.T. Still University of Health Sciences, with campuses in Portland, Arizona, California, and other parts of the county, in partnership with the National Association of Community Health Centers, prepares service-minded medical students to meet the health care needs of society by placing them in medically underserved areas for their training.
- C. Partnering with A.T. Still University of Health Sciences through the Loaned Provider Instructor Program will not only support provider professional development, but will help strengthen our provider recruitment strategies by working directly with students who demonstrate capacity, skills, and passion that match our public health core values and primary care needs.
- D. Benefits for the Loaned Provider include:
  - (i) Participating Providers will stay current on relevant medical practices.
  - (ii) Having opportunity to work on research projects for publication.
  - (iii) Being a mentor to students and influencing their medical careers.
- E. Benefits to Multnomah County Health Department include:
  - (i) Program can be a successful recruitment tool.
  - (ii) Supporting Provider retention.
  - (iii) Helping create the pipeline for emerging talent - at A.T. Still University of Health Sciences, 65% of graduate are in Primary Care, 35% are in Family Medical and 50% of that number are working in Primary Care.

### III. Terms

The Union and the County agree to the following:

1. The Loaned Provider will work on average 10 hours per week, averaging no more than .25 of their FTE at A.T. Still University of Health Sciences. The Loaned Provider will have their scheduled clinic hours reduced on average 10 hours per week or .25 of their FTE to accommodate their responsibilities to the University. Additionally, the patient panel of the Loaned Provider will be adjusted through attrition to reflect the portion of their FTE allocated to Health Department Provider duties.
2. The work schedule of the Loaned Provider will be developed between the Health Department and A.T. Still University of Health Sciences.
3. To be eligible for the Loaned Provider Instructor Program, the Loaned Provider must meet the following requirements:
  - a. Must be a current primary care physician (MD or DO) with the Multnomah County Health Department.
  - b. Must have at least 2 years of continuous employment as a primary care provider with the Multnomah County Health Department.
  - c. Must be an employee in satisfactory standing.
  - d. Must have a work schedule of at least .8 FTE.
4. The Loaned Provider will only work additional hours for A.T. Still University of Health Sciences, upon mutual agreement of the Health Department and A.T. Still University of Health Sciences. If it is necessary to work additional hours to accommodate Health Department provider duties, the employee must discuss this with their direct supervisor prior to performing the work.
5. The Loaned Provider will record all hours worked for the County and A.T. Still University of Health Sciences on their County timesheet each pay period. Hours worked for A.T. Still University of Health Sciences will be coded as 8000 - Regular.

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6. The Loaned Provider will receive their regular rate of pay and any applicable premiums while on loan to A.T. Still University of Health Sciences as described in Article 7 Compensation of the Physicians CBA.
7. The Loaned Provider's benefits will be maintained while on loan to A.T. Still University of Health Sciences as described in Article 8 Health and Welfare of the Physicians CBA.
8. The Loaned Provider's seniority dates will not be adjusted to exclude time spent while on loan to A.T. Still University of Health Sciences.
9. The Loaned Provider will be returned to their prior work schedule and position at their assigned clinic(s) when the loan to A.T. Still University of Health Sciences ends.
10. The parties agree that this MOA does not establish a precedent, custom, or practice outside of the terms of the MOA.

#### IV. Termination

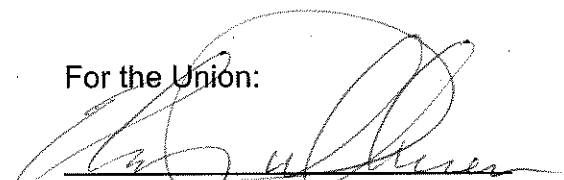
This MOA will be ongoing until superseded or either party gives at least thirty (30) days written notice to the other party that they are terminating the MOA. The parties hereby waive any and all bargaining rights and obligation that would otherwise result from the discontinuation of the Loaned Provider Instructor Program. This constitutes the full and complete agreement of the parties.

Agreed to this 13<sup>th</sup> of June, 2017.

For the County:

  
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Daisy Crawford  
Labor Relations Sr. Analyst

For the Union:

  
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Eben Pullman  
Council 75 Representative