

MEMORANDUM OF AGREEMENT
Voluntary Recognition of On-Call and Temporary Employees

I. Parties

The parties to this Settlement Agreement and Memorandum of Agreement are Multnomah County, Oregon (hereinafter "County") and AFSCME, Local 88, AFL-CIO (hereinafter "Union").

II. Background

- A. The Union filed a petition for Unit Clarification on April 28, 2017, seeking to include "all temporary employees and 'on-call' employees who work more than an average of four or more hours per week per calendar quarter."
- B. On October 1, 2019, the parties reached a partial settlement agreement for voluntary recognition, attached hereto as Attachment 1 (Tentative Agreement).
- C. The parties have now reached settlement on the remaining outstanding issues for voluntary recognition, attached hereto Attachment 2 (Addendum L).
- D. The parties wish to ratify and implement the County's voluntary recognition of eligible On-Call and Temporary employees under the terms set out in the attachments, as modified.


III. Terms

- A. The parties agree to negotiate in good faith to integrate the terms of the Attachments into their General Unit Collective Bargaining Agreement, modified as necessary to operationalize them.
- B. The following monetary terms of the voluntary recognition agreement shall be effective as of November 1, 2019:
 - a. Placement on the wage schedule;
 - b. Step increase for employees who have worked 2080 hours;
 - c. Shift differential;
 - d. Holiday pay; and
 - e. Premium in lieu of benefits.
- C. The parties agree that when an On-call employee moves to regular status employment that they should receive some credit toward their seniority for time they spent in On-call status. The terms of seniority will be negotiated at a later date.

- D. Authorized dues will start being deducted on February 16, 2020, which will be reflected on the March 15, 2020 paycheck.
- E. All other terms shall be effective as of the date of ratification.
- F. The County will endeavor to process payments for the compensation outlined on in Section III.B. above on the March 31, 2020 paycheck. The payments will be made in a lump sum based upon a calculation of hours worked rather than as retroactive payments in the Workday system.
- G. During the parties' negotiations to a successor agreement to the 2017-2020 Collective Bargaining Agreement (CBA), they will identify any other Articles or provisions of the CBA that shall apply to On-Call and Temporary employees.

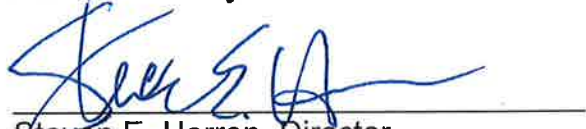
Dated this 7th day of February, 2020.

For the Union:



Eben Pullman, Council Representative
Oregon AFSCME Council 75

For the County:



Steven E. Herron, Director
Multnomah County Labor Relations