
2025-2028



AGREEMENT

between

Multnomah County, Oregon

and

Multnomah County Employees Union

Local 88-2, AFSCME AFL-CIO

(Physicians and Psychiatrists Unit)



2025-2028

**AGREEMENT
BETWEEN
MULTNOMAH COUNTY, OREGON
AND
MULTNOMAH COUNTY EMPLOYEES UNION
LOCAL 88-2, AFSCME, AFL-CIO
(Physicians and Psychiatrists Unit)**



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2025-2028 AGREEMENT

Between

MULTNOMAH COUNTY, OREGON

And

MULTNOMAH COUNTY EMPLOYEES UNION

LOCAL 88-2, AFSCME, AFL-CIO

(Physicians and Psychiatrists Unit)

ARTICLE 1

PREAMBLE

This Agreement is entered into by Multnomah County, Oregon, hereinafter referred to as the County, and Local 88-2 Physicians and Psychiatrists job profiles of the American Federation of State County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union.

The purpose of this Agreement is to set forth those matters pertaining to rates of pay, fringe benefits and other matters pertaining to employment consistent with the requirements of ORS 243.650 (7) (a-g) as is consistent with the County's and Union's mutual objective of providing ever-improved efficient, effective, and courteous services to the public of Multnomah County.

Except as otherwise required by law, regulations, or grant provisions, the parties agree as follows.

1 **ARTICLE 3**
2 **DEFINITIONS**

3
4 **I. Days:**

5 For the purposes of this Agreement, “days” means “calendar days” unless
6 otherwise specified.

7 **II. FTE, or Full-Time Equivalency:**

8 The number of hours an employee is normally scheduled to work per week divided
9 by forty (40). For example, the FTE for a forty (40) hour employee is 1.0; for a twenty (20)
10 hour employee, .5.

11 **III. Full-Time Employee:**

12 An employee regularly scheduled to work at least thirty-two (32) hours per week
13 or .8 FTE, or an employee regularly scheduled to work at least thirty (30) or more hours
14 per week or .75 FTE, if on a ten (10) hour per day schedule.

15 **IV. Initial Trial Service Period:**

16 An employee serving a one (1) year period of initial trial service to determine the
17 employee’s suitability for continued employment, such period to begin on the date of the
18 employee’s appointment to and commencement of a regular status position. During the
19 period of initial trial service, the employee may be dismissed without recourse to the
20 grievance procedure if, in the opinion of the employee’s supervisor, the employee’s
21 continued service would not be in the best interest of the County.

22 **V. Job Share:**

23 A job share is defined as a 1.0 FTE full-time position that is held by two (2) regular
24 status employees on a shared basis in a single job profile, thus each employee works .5
25 FTE. Criteria and qualifications for job share shall be established as operational policy.

26 The two (2) employees share the duties and responsibilities for the position,
27 dividing the hours equally between them. Each employee will be scheduled to work forty
28 (40) hours during two (2) work weeks. Job share partners will be treated as part-time (.5
29 FTE) employees for purposes of holidays, leave accruals and scheduling, compensation,
30 and health and welfare benefits.

1 **VI. On-Call Employee:**

2 An appointment that is intermittent, irregular or is normally less than half time.

3 **VII. Part-Time Employee:**

4 An employee regularly scheduled to work at least 20 hours per week or .5 FTE,
5 but less than full-time.

6 **VIII. Regular Employee:**

7 The status an employee acquires after successful completion of the initial trial
8 service period for the particular position to which the employee was appointed, and has
9 been employed by the County continuously since passing the initial trial service period.
10 In addition, the following are deemed to be regular employees:

11 **A.** An employee who passed the initial one (1) year trial service, terminated
12 employment, and has been reinstated.

13 **B.** A non-initial trail service employee who has been transferred to the County
14 by intergovernmental agreement under ORS 236.610 through 236.650.

15 **IX. Temporary Employee:**

16 An appointment whose duration is uncertain due to an emergency workload,
17 absence of an employee or because of a short-term need for a skill or ability.

18 **X. Interchangeable Use of the Terms Physician, Psychiatrist, or Employee:**

19 Throughout this Agreement, the terms Physician, Psychiatrist, and Employee are
20 used interchangeably, unless otherwise denoted as a job profile specific provision.

1 **ARTICLE 5**

2 **UNION SECURITY, CHECK OFF, AND BUSINESS**

3
4 **I. Rights of Bargaining Unit Employees**

5 Employees shall have the right to self-organize, to form, join or assist labor
6 organizations or to refrain therefrom, to bargain collectively through representatives of
7 their own choosing, and there shall be no discrimination exercised against any employee
8 covered by this Agreement because of the employee's membership or Union activities.

9 **II. Union Security and Check-off**

10 **A. Deduction of Union Dues**

11 **1. Amount Deducted Each Payroll Period**

12 The County agrees to deduct each payroll period from the pay of
13 employees covered by this Agreement, in accordance with the terms of the contract
14 between the employees and the Union, one half (.5) of the current monthly Union
15 membership dues of those Union members who individually request such deductions in
16 writing on the form provided by the Union.

17 **2. Authorization and Certification of Dues**

18 Deduction of membership dues must be authorized in writing on the
19 form provided by the Union. The amount to be deducted for dues shall be certified in
20 writing to the County by the Union President or their designee. The aggregate of all
21 deductions shall be remitted, together with an itemized statement, to the Treasurer of the
22 Union at an address certified to the County in writing by the Union President or their
23 designee, within five (5) working days after it is withheld or by such time as the parties
24 mutually agree in writing.

25 **3. Appointment to Excluded Positions**

26 Deductions for Union dues shall cease beginning with the pay period
27 following an employee's regular appointment to a position which is excluded from the
28 bargaining unit.

29 **4. Monthly Listing of New and Terminated Employees**

30 The County agrees to furnish the Union by the 10th of each month a
31 listing of the following:

1 a. All new bargaining unit employees hired during the previous
2 month and of all employees who terminated during the previous month. Such listing shall
3 contain the names of the employees, base pay, date of birth, full-time/part-time status,
4 number of scheduled hours, Job Profile seniority dates, work phone number and email
5 address, work location, and home mailing address.

6 b. All bargaining unit employees, including members of the union
7 and non-members. Such listing shall contain the names of the employees, base pay, date
8 of birth, full-time/part-time status, number of scheduled hours, hire dates, work phone
9 number and email address, work location and home mailing address and if available,
10 personal email, home and mobile phone numbers.

11 **B. AFSCME PEOPLE Deductions**

12 To the extent allowable by law, employees may authorize payroll deductions
13 for the AFSCME PEOPLE (Public Employees Organized to Promote Legislative Equality)
14 by submitting the form provided by the Union to Central Payroll. The County agrees to
15 provide the Union by the tenth (10th) of each month a listing of employees that are making
16 PEOPLE contributions and amount deducted per employee.

17 **C. Defense and Indemnification of the County**

18 The Union agrees that it will indemnify, defend and hold the County
19 harmless from all suits, actions, proceedings or claims against the County or persons
20 acting on behalf of the County, whether for damages, compensation, reinstatement, or
21 any combination thereof, arising out of application of "Section II" of this Article. In the
22 event any decision is rendered by the highest court having jurisdiction that any portion of
23 "Section II" is invalid and/or that reimbursements must be made to any employees
24 affected, the Union shall be solely responsible for such reimbursements.

25 **III. Union Representation**

26 **A. Contract Negotiations**

27 1. The Union's Negotiating Team shall consist of not more than four (4)
28 members, three (3) of whom may be employees. The County Negotiating Team shall also
29 consist of not more than four (4) members. County employees participating in such
30 negotiations will be allowed to do so without loss of pay. The Union and County may
31 mutually agree to a different number of negotiating team members, appointing an equal

1 number of representatives from labor and management.

2 **2.** Observers and/or working staff sponsored by the Union or County
3 may be in attendance with the negotiating teams. Such attendance for the Union by a
4 bargaining unit employee shall be on the employee's own time, unless otherwise mutually
5 agreed.

6 **3.** Resource people may be called upon to make statements and
7 answer questions at the negotiating meetings, but will not be permitted to be present after
8 their statement and any questions are concluded. Such attendance for the Union by a
9 bargaining unit employee shall be on the employee's own time unless otherwise mutually
10 agreed.

11 **4.** Prior to negotiations, representatives of the County's and the Union's
12 Negotiating Teams will jointly establish any other necessary general negotiating ground
13 rules.

14 **5.** The County shall print enough copies of this Agreement for all
15 employees in the bargaining unit. The County shall provide an electronic copy of the
16 Agreement to the Union and post it to the County intranet and internet websites.

17 **B. Grievances and Contract Administration**

18 The Union is the exclusive representative of bargaining unit employees with
19 respect to conditions of employment governed by this Agreement under the State of
20 Oregon Public Employees Collective Bargaining Act.

21 **C. Communication with Bargaining Unit Members**

22 **1. Bulletin Boards**

23 The County agrees to furnish and maintain suitable bulletin boards
24 in convenient places in each work area to be used by the Union. The Union shall limit its
25 postings of notices and bulletins to such bulletin boards. All postings of notices and
26 bulletins by the Union shall be factual in nature and shall be signed and dated by the
27 individual doing the posting.

28 **2. Use of County Computers for Email and Internet Connections**
29 **Related to Union Business**

30 **a.** County communication systems may be used for Union
31 business involving electronic communications or Internet connections in the following

1 circumstances, but only when such use is also in conformance with the other
2 requirements of this Agreement.

3 i. When such use is de minimis and incidental, such as
4 arranging a meeting with a fellow shop Steward or the Staff Representative, or for
5 accessing an electronic copy of the union contract.

6 ii. For the purpose of conducting an investigation of a
7 grievance, such as individual inquiries to co-workers.

8 iii. For the purpose of interacting with the County's
9 representatives concerning Union-County business, such as setting dates for County-
10 Union meetings, making inquiries regarding grievances, etc.

11 iv. On the employee's own time, for the purposes of
12 utilizing a link on the Multnomah Commons, or its successor, to reach a Union internet
13 site. Any use of such sites will comply with Multnomah County Personnel Rules and shall
14 exclude blogging, use of chat rooms, instant messaging or other live person to person
15 electronic communication, and political activities as prohibited by law.

16 v. For authorized Union officials only, and on such
17 employee's own time, for the purpose of posting messages on the internet site provided
18 for in (iv) above.

19 vi. The Local 88 President or designee may use the
20 County's electronic communication systems for the purpose of communicating with Local
21 88-2 members. All such communications shall comply with Multnomah County Personnel
22 Rules. Communications that are sent to employees within a single Department shall be
23 approved by the Department Director or designee prior to distribution. Communications
24 that are distributed to employees in more than one Department shall be approved by the
25 director of Central Human Resources or Labor Relations prior to distribution. Examples
26 of such communications may include, but are not limited to: meeting announcements;
27 Union elections and ratification votes; Union appointments; bargaining updates prior to
28 impasse; seniority lists; and miscellaneous surveys.

29 vii. Stewards will make every effort to avoid disruptions
30 and interruptions of work.

1 **b.** The uses cited in “Subsection a” above may continue only to
2 the extent that they are at no additional cost to the County, and are contingent on the
3 continued use of the cited computers, internet connection, intranet connection, etc. for
4 other County purposes. The content of any and all communications using the County
5 computer system is not privileged and may be subject to County review.

6 **c.** Access to the Multnomah Commons by any individual outside
7 the County raises major issues of policy related to privacy, security and cost. Therefore,
8 the Union business agent may have such access only if:

9 **i.** Access is approved by the County’s Chief Information
10 Officer (CIO), and subject to restrictions imposed by the CIO; and

11 **ii.** All costs associated with making access available and
12 with maintaining it are borne by the Union.

13 **D. Union Business**

14 There are three forms of time coding for Union Business time.

15 **1. Union Business (County Paid Time)**

16 Union Business that is considered County Paid Time includes
17 functions that are considered County/Union joint functions such as negotiations;
18 committees that are joint County/Union committees such as labor/management
19 committees, Benefits Committee, Compensation Committee, provide information
20 regarding a collective bargaining agreement to newly hired employees at employee
21 orientations or at any other meetings that may be arranged for new employees; testify in
22 a legal proceeding in which they have been subpoenaed as a witness; duties as a
23 Steward as defined in this agreement and such other Union Business (County Paid Time)
24 that are mutually agreed between the parties. County employees participating in such
25 activities will be allowed to do so without loss of pay.

26 **2. Union Business (Union Reimbursable Time)**

27 **a.** Any bargaining unit member selected by the Union to
28 participate in a Union activity as defined below shall be considered in Union Business
29 (Union Reimbursable Time) status and shall be granted such paid leave not to exceed
30 five (5) working days (prorated based on the employee’s FTE) per fiscal year, per
31 member. An additional five (5) working days (prorated based on the employee’s FTE) of

1 paid Union Reimbursable Time shall be granted upon request to any elected Union
2 delegate selected to attend official AFL-CIO or other certified AFSCME activities.
3 Additional paid time may be granted by mutual agreement of the parties. No more than
4 one (1) bargaining unit member shall be permitted to be on Union Reimbursable Time at
5 the same time without express written approval of the Medical Director.

6 **b.** Union Business (Union Reimbursable Time) addressed in this
7 section would pertain to such activities as contract administration - such as time to cover
8 for staff replacement, time to attend training conferences such as arbitration/grievance
9 training; and time off to prepare for negotiations; Officers/Delegates Duties – such as
10 attending AFSCME International Convention, Oregon AFSCME Council 75 convention,
11 AFL-CIO Convention; Conferences/Other – Women’s Convention, appointment to
12 AFSCME or other Union Board seat or committee; and other mutually agreed activities
13 that would qualify for Union Business (Union Reimbursable Time). County employees on
14 approved Union Business (Union Reimbursable Time) will be allowed to do so without
15 loss of compensation, seniority, leave accrual or any other benefits.

16 **c.** Written notice of such time away from work shall be given to
17 the affected employee’s immediate supervisor and to the County Labor Relations Director
18 ten (10) working days in advance. The Union will make every effort to avoid disruptions
19 of work. The Union shall reimburse the County for one hundred percent (100%) of the
20 affected employee’s salary and fringe benefits (including pro-rata cost of workers
21 compensation premiums, but excluding indirect administration or overhead charges) for
22 straight time spent on Union activities conducted during regularly scheduled working
23 hours. The County shall submit a monthly statement to the Union itemizing the amount of
24 the Union’s reimbursement obligation, and may directly withdraw the amount required
25 from a fund maintained with the County. Funds for this purpose shall be drawn from the
26 existing interest-bearing account created under Article 5.III.E.2 of the County’s collective
27 bargaining agreement with the Local 88 general unit. If the County incurs liability arising
28 from the activities of a member engaged in Union Business during such reimbursed time,
29 the Union further agrees to reimburse the County for losses caused by such activities, to
30 the extent that such losses are attributable to the acts of the employee receiving continued
31 compensation pursuant to this section. In the event of a dispute over the causation or

1 amount of loss attributable to the actions of Union agents, the parties agree to arbitrate
2 such dispute under Article 15 - Settlement of Disputes unless such arbitration is
3 inconsistent with the provisions of any applicable third-party insurance indemnification
4 agreement, or unless binding arbitration might jeopardize the availability of coverage by
5 a third-party insurer. County employees participating in such activities will be allowed to
6 do so without loss of pay.

7 **3. Union Business (Unpaid) Leave**

8 Employees selected by the Union for such activities that are
9 considered political activities including political training, conferences, committees, or
10 appointments, and time off to work on an election race are considered Union Business
11 (Unpaid) Leave. Employees requesting such time off under this section would be
12 governed by the notice requirements and time limits, unless mutually agreed otherwise,
13 of Union Reimbursable Time.

14 **E. Union Business - Employment Status**

15 During Union Reimbursable Time, the employee shall not be eligible for
16 County workers compensation benefits arising out of an injury or illness occurring during
17 the leave from the County.

18 **F. Visits by Union Representatives**

19 The County agrees that accredited representatives of the American
20 Federation of State, County and Municipal Employees, AFL-CIO, whether local Union
21 representatives, Staff Representatives, or International representatives, upon reasonable
22 and proper introduction, shall have reasonable access to the premises of the County at
23 any time during working hours to conduct Union business. The Union agrees that such
24 visits will cause no disruptions or interruptions of work.

25 **IV. Technology, the Union and the Workplace**

26 The use of information technology in the workplace will be consistent with federal
27 and state laws, County policies and rules for public records, ethics and conduct of
28 employees, and Multnomah County Personnel Rules (MCPR), including but not limited
29 to, MCPR 3-35 Use of Information Technology, MCPR 3-36 Social Media, and MCPR 3-
30 37 Cellular Devices.

1 **ARTICLE 6**
2 **NO STRIKE OR LOCKOUT**
3

4 **I. No Strike**

5 No employee covered by this Agreement shall engage in any work stoppage,
6 slowdown, picketing, or strike at any County facility or at any location where County
7 services are performed during the life of this Agreement. If any such work stoppage,
8 slowdown, picketing, or strike shall take place, the Union will immediately notify such
9 employees so engaging in such activities to cease and desist, and it shall publicly declare
10 that such work stoppage, slowdown, picketing, or strike is in violation of this Agreement
11 and is unauthorized.

12 **II. Crossing of Picket Lines**

13 Employees in the bargaining unit, while acting in the course of their employment,
14 shall not refuse to cross any picket line established by any labor organization when called
15 upon to cross such picket line in the line of duty as required by the County to fulfill the
16 personal functions of their office. It is understood, however, that no employee shall be
17 disciplined or discharged for refusal to cross a picket line when the employee has
18 attempted to cross the picket line, contacted the supervisor requesting assistance in
19 passage through the picket line, and such assistance was not provided.

20 **III. Employee Disciplinary Action**

21 Any employee engaging in any activity in violation of this Article shall be subject to
22 disciplinary action, including discharge, by the County without application of the grievance
23 procedure of this Agreement, unless "Section II." above is applicable.

24 **IV. No Lockout**

25 There will be no lockout of employees in the unit by the County as a consequence
26 of any dispute arising during the life and duration of this Agreement.

27 **V. Informational Picketing**

28 Nothing in this Article shall be construed to prohibit informational picketing. Such
29 informational picketing shall not stop and/or disrupt work of County employees and
30 officials at any time, and picketing shall be prohibited in all County owned, rented or

1 leased facilities and County meetings, including but not limited to Multnomah County
2 Board Rooms/Meetings and County offices.

3 Employees engaged in informational picketing shall be subject to the work rules of
4 the County organization to which they are assigned.

1 **ARTICLE 7**
2 **COMPENSATION**

3
4 **I. Salary**

5 **A. Salary and Schedule**

6 An employee who reports to work as scheduled and is excused from duty
7 for lack of work, or is specifically directed by the employee's supervisor or manager not
8 to report to work, will be paid at the employee's regular rate for the hours the employee
9 was scheduled to work.

10 **B. Salary Range for FY 2025-2026**

11 Effective July 1, 2025, the salary and ranges of employees covered by this
12 Agreement shall be increased by two point four percent (2.4%).

13 Upon full ratification of the collective bargaining agreement by both parties,
14 the Psychiatrist job profile will also receive a market adjustment of three point four percent
15 (3.4%); Article 2, Section X of the contract does not apply to this provision. Upon full
16 ratification of the collective bargaining agreement by both parties, any employee currently
17 in the Psychiatrist job profile shall receive a three point four percent (3.4%) increase to
18 their salary.

19 **C. Salary Range for FY 2026-2027**

20 Effective July 1, 2026, the salary and ranges of employees covered by this
21 Agreement shall be increased by an amount equal to the percentage increase in the
22 West-Size A Consumer Price Index for Urban Wage Earners and Clerical Workers for the
23 second half 2024 to the second half 2025. The minimum percentage increase shall be no
24 less than one percent (1%) and the maximum percentage increase no more than four
25 percent (4%).

26 **D. Salary Range for FY 2027-2028**

27 Effective July 1, 2027, the rates and ranges of employees covered by this
28 Agreement shall be increased by an amount equal to the percentage increase in the West
29 Size Class A Consumer Price Index for Urban Wage Earners and Clerical Workers for
30 the second half 2025 to the second half 2026. The minimum percentage increase shall

1 be no less than one percent (1%) and the maximum percentage increase no more than
2 four percent (4%).

3 **II. Salary Administration**

4 **A.** Employees shall be FLSA exempt, and paid on a salary basis.

5 **B.** Placement on Salary Schedule: New employees and rehires may be
6 credited for past work experience, clinical expertise, or advanced education, and placed
7 in the range at a rate approved by the Central Human Resources Director or their
8 designee.

9 **C.** A rehire is an employee who has terminated employment with the County,
10 and is subsequently selected to occupy a position from a civil service list. Former
11 employees who return to County employment without being selected from a list are not
12 rehired, but reinstated.

13 **D.** An employee not at a maximum of their pay range shall receive an
14 anniversary step increase on July 1 of each year. Employees who are appointed to and
15 commence working in a position during the three (3) months prior to July 1 are not eligible
16 for a step increase until the following July 1.

17 **III. Work Schedules**

18 **A. Posting of Work Schedules**

19 Work schedules showing work days and hours of work are posted in EPIC
20 or shall otherwise be made accessible to employees at all times. Management may
21 change work schedules with twenty-one (21) days' notice to an affected employee, or
22 with less notice if such notice is voluntarily waived in writing by the employee. Such notice
23 may be made by email. Except on work-weeks in which an employee is scheduled for
24 Saturday clinic, an employee's work schedule shall include at least two (2) consecutive
25 days off per week.

26 **B. Integrated Clinical Services (ICS - Primary Care) Saturday Clinic**

27 In addition to their regularly scheduled work week, employees may be
28 scheduled to work Saturday Clinics.

29 **1.** An employee who works a six-hour (6-hour) Saturday clinic
30 (excluding lunch break) in an ICS Primary Care Clinic shall be granted eight (8) hours of
31 personal leave for use within the fiscal year. If the Saturday clinic is worked in April, May,

1 or June, the employee will have until December 31 to use their Saturday clinic-earned
2 personal leave.

3 **2.** ICS Primary Care clinics that have instituted Saturday clinic hours
4 will not be open on Saturday of any week in which a holiday identified in Article 9.III.A.1-
5 9 or 11 falls or is observed on a Friday or Saturday.

6 **3.** Reasonable effort will be made to coordinate Saturday clinic
7 assignment with physician sign-up for or assignment of weekend on-call duties. No
8 employee shall be required to work more than four (4) Saturday clinics during a twelve
9 (12) month sign-up period; employees may volunteer to work additional Saturday clinic
10 assignments. The Saturday clinic physician rotation shall include Site Medical Directors.

11 **IV. Premiums**

12 **A. Corrections Health Premium**

13 A differential of five percent (5%) will be paid to employees assigned on an
14 ongoing basis in correctional facilities.

15 **B. Non-English In-Language Service Provision Premium**

16 **1.** In-Language Service Provision Definition: The healthcare provider
17 themselves is fluent in the patient's preferred language (non-English) and conducts the
18 entire healthcare visit in the patient's preferred language (non-English), eliminating the
19 need for an interpreter or intermediary. This direct communication enhances that patient
20 experience, improves health outcomes, and results in a billable visit and improved health
21 equity.

22 **2.** A differential of two percent (2%) of base rate will be paid to
23 employees who provide in-language services as assigned by the Medical Director.
24 Designated employees must meet the proficiency level for non-English in-language
25 service provision, as determined and established by the County.

26 **3.** An additional two percent (2%) of base rate will be paid to employees
27 who provide in-language services in an additional language as assigned by the Medical
28 Director. Designated employees must meet the proficiency level for non-English in-
29 language service provision, as determined and established by the County.

30 **C. Corrections Health After Hours/On-Call Service**

1 **1.** Physicians who are required to or opt to take Corrections Health After
2 Hours/On-Call Service calls, texts, and/or chats shall be compensated an amount equal
3 to two (2) hours of pay for each Monday through Friday “on-call” shift and three and one-
4 half (3.5) hours of pay for each weekend “on-call” shift for a total of seventeen (17) hours
5 of pay for seven (7) days of After Hours/On-Call Service. Taking After Hours/On-Call
6 Service on a holiday shall be treated as a weekend day for purposes of compensation.

7 **2.** The Corrections Health Physicians will be given ninety (90) days
8 advance notice before being required to take After Hours/On-Call calls, texts, and/or
9 chats, unless it is required to meet state, Federal, or accreditation requirement

10 **V. Retirement**

11 **A.** Employees are eligible for participation in the Oregon Public Employees’
12 Retirement System (PERS) or the Oregon Public Service Retirement Plan (OPSRP)
13 pursuant to ORS 238 and 238A.

14 **B.** In accordance with the terms and limitations of ORS 238.350, one-half of
15 the accumulated unused sick leave with pay will be applied to final average salary for the
16 purpose of pension benefit determination for eligible employees.

17 **C.** The County will “pick up” the employee contribution to PERS and OPSRP
18 as permitted by ORS 238.205 and ORS 238A.225.

19 **D. Pension Stability Account Diversion Replacement**

20 **1.** If any contributions made under V.C. of this Article are credited to the
21 employee pension stability accounts under ORS 238A.330, the County shall upon
22 discovery or notification from PERB in turn notify each affected employee of their right to
23 make additional contributions to the individual account program equivalent in the amount
24 credited to the employee pension stability account.

25 **2.** If an employee elects to make an additional contribution, the County
26 shall certify to the employee that the contribution has been remitted to the PERB for the
27 Board to credit the employee’s contribution to the individual account (IAP) established for
28 them under ORS 238A.350(2).

29 **VI. Retiree Medical Benefits**

30 **A. Right to Participate**

1 An employee meeting the eligibility requirements specified in MCC 9.510
2 through 9.530, except MCC 9.250 (B) and MCC 9.52 (D), at the time of separation from
3 County employment is eligible to enroll in the Multnomah County Retiree Health Plan at
4 separation, is eligible for a subsidy if terms in MCC 9.530 are met, and may continue to
5 participate until eligible for Medicare due to age or disability. Coverage of eligible
6 dependents uniformly terminates when coverage of the retiree terminates, or the
7 dependent becomes eligible for Medicare due to age or disability, except as otherwise
8 required by applicable state or federal law.

9 **B. Choice of Plan**

10 To the extent members are permitted to choose from among two (2) or more
11 health insurance plans, retirees shall be permitted to choose among the same plans
12 under the same conditions and at the same times as apply to members. Retirees
13 participating in the members' health insurance plan shall be subject to the application of
14 any change or elimination of benefits, vendor, administrator or administrative procedure
15 to the same extent and at the same time as members.

16 **C. Requirement to Continuously Participate**

17 **1.** In addition to the other requirements of this section, continued
18 healthcare participation or benefit of County contributions is conditioned on the retiree's
19 continuous participation in a County sponsored medical and/or dental insurance plan from
20 the time of retirement, and upon the retiree's timely payment of the applicable retiree
21 portion (i.e., fifty percent (50%) or one hundred percent (100%) as applicable) of the
22 monthly premium. Except as described below in subsection 2, failure to continuously
23 participate or make timely and sufficient payment of the applicable retiree portion of the
24 monthly premium shall terminate the retiree's rights under this section.

25 **2.** A retiree will be allowed to leave County medical and County dental
26 coverage, and then opt back on to a County plan, as a one-time opportunity. To receive
27 this benefit, the retiree must demonstrate continuous coverage under another dental plan
28 or under a medical plan that meets the Minimum Essential Coverage (MEC) requirements
29 set forth under the Affordable Care Act (ACA) and is not covered in the individual market.
30 The retiree must enroll within sixty (60) calendar days of loss of coverage under the non-

1 County plan. The effective date of coverage will be the first day of the month on or after
2 receipt of all enrollment forms.

3 **3.** The County shall inform the retiree of the identity and mailing
4 address of the County's collection agent and acceptable forms of payment at the time the
5 retiree signs up for continued post-employment medical and/or dental insurance
6 coverage, and shall inform the retiree of changes in collection agent not less than forty-
7 five (45) days in advance of the effective date of such change.

8 **VII. Transportation Reimbursement**

9 **A. Automobile/Mileage**

10 Employees required to use their personal automobile as a condition of
11 employment shall be reimbursed in accordance with the same terms and conditions as
12 exempt employees.

13 **B. Bus Pass**

14 The County shall provide a TriMet pass for employees who enroll in
15 the Universal Bus Pass Program as set out in MCPR 4-20-100. Employees' bus pass
16 will be inactivated upon their termination of County employment.

17 **VIII. Professional Fees and Continuing Education**

18 **A.** The County shall pay bargaining unit members' Oregon Medical Board
19 Licensure Fees on a prorated basis based on FTE as of the date of the annual or biennial
20 billing.

21 **B.** The County will provide three thousand dollars (\$3,000) per fiscal year per
22 employee for employees assigned 1.00 FTE, and on a straight prorated basis for
23 employees assigned less than 1.00 FTE, for fees and expenses associated with
24 Professional Association membership and/or attending Continuing Medical Education
25 training; unused funds will not be carried over from year to year. Proposed CME training
26 must be pre-approved by the employee's supervisor. Travel and training process
27 concerns should be brought to the Physicians Employment Relations Committee (PERC)
28 for review and recommendation.

29 **C.** Full-time employees shall be given five (5) days per fiscal year to attend
30 Continuing Medical Education training. Those employees working fewer than forty (40)
31 hours per week shall receive time off on a prorated basis, based on FTE.

1 **D.** Any time an employee is specifically required by management to participate
2 in any development and training program shall be considered time worked for pay
3 purposes, and all tuition, texts, training materials, and other expenses incident to such
4 employee's participation shall be assumed by the County.

5 **E.** The County shall reimburse up to one thousand dollars two hundred and
6 fifty (\$1,250) in fees for board certifications, recertifications, and stethoscope replacement
7 every three (3) years per employee.

8 **IX. Temporary Appointments to a Non-Bargaining Unit Job Profile**

9 When an employee is temporarily appointed to a non-bargaining unit job profile,
10 written verification of the temporary appointment will be placed in the employee's
11 personnel file and the employee will be notified of the appointment in writing. The following
12 provisions will apply:

13 **A.** The employee's salary will be set according to the Personnel Rules
14 governing promotions to exempt positions;

15 **B.** The employee's health and welfare benefits plan will not change;

16 **C.** The employee's accrual and use of paid leave will be governed by the rules
17 applying to permanent employees in the exempt job profile;

18 **D.** The employee has the right to return to their bargaining unit position at the
19 end of the appointment without loss of seniority; and

20 **E.** The employee will pay Union dues or such alternatives as are provided by
21 Article 5, and will continue to be represented by the Union.

22 **X. Repayment of Relocation Reimbursement**

23 Employees who have been provided with a Qualified Moving Expense (QME)
24 Reimbursement described in Multnomah County Administrative Procedure FIN-17 or its
25 successor, must repay the disbursed reimbursement to the County if the employee
26 voluntarily terminates County employment prior to the passage of one (1) full year.
27 Exceptions to the one (1) year requirement may be made upon mutual agreement
28 between the Union and the County based on hardship or emergency circumstances.
29 Employees receiving a (QME) Reimbursement shall be informed of these requirements
30 prior to the disbursement in writing; if the employee was not notified of these
31 requirements, the County may not recoup the QME Reimbursement.

1 **XI. Facility Closure or Curtailment of Operations**

2 **A.** Physicians and Psychiatrists who are not designated as Operationally
3 Essential Employees and are directed by an appropriately authorized management
4 representative to not report onsite to work due to facility or operations delayed opening,
5 early closure, or full curtailment may be reassigned to work from home with the necessary
6 computer equipment to perform assigned duties such as Telemedicine, until such time as
7 the facility or operation reopens or the employee is reassigned to another work location.
8 If management is unable to reassign the Physicians and Psychiatrists to another work
9 location or there is no work available, the Physicians and Psychiatrists shall be
10 compensated for regularly scheduled work hours.

11 **B. Operationally Essential Employee Assignments and Compensation**

12 **1. Corrections Health Physicians**

13 All Corrections Health Physicians are designated as Operationally Essential
14 Employees.

15 **2. Primary Care Physicians**

16 By September 1 of each year, the County will notify the Union of the
17 number of Operationally Essential Employee assignments it requires. The County will
18 seek volunteers first to be designated as Operationally Essential Employees as of
19 October 1 of each year. If there are no volunteers, then employees will be designated in
20 inverse seniority order as an Operationally Essential Employee. An employee who has
21 volunteered or was selected through inverse order of seniority shall not be required to
22 serve as operationally essential until all employees have rotated through essential status
23 in successive years. In the event the County needs to assign an additional employee to
24 essential status after the initial designation process because a previously designated
25 employee has left employment with the County or is otherwise unable to perform their
26 assignment, an employee may volunteer or be selected in the manner provided in this
27 Section.

28 **3. Compensation**

29 Employees will receive a twenty percent (20%) premium during all
30 hours worked on-site during a County Closure or Curtailment of non-essential services.

ARTICLE 8
HEALTH AND WELFARE

I. Medical and Dental Benefits

A. Definition and Contribution Toward Benefit Plan Premiums

1. Definitions

a. Full-Time Employees

Employees who are regularly scheduled to work at least thirty-two (32) hours per week or regularly scheduled to work at least thirty (30) hours per week on a ten (10) hour per day schedule.

b. Part-Time Employees

Employees who are regularly scheduled to work at least 20 hours but less than thirty-two (32) hours per week however, are not scheduled for three (3), ten (10) hours per day.

2. Medical Benefit Plan Contributions

a. Full-Time Employees

Each eligible Full-Time active enrolled employee’s monthly contribution for the purchase of medical benefit plan coverage (which includes prescription coverage, routine vision included with all plans except for Moda Major Medical) will be calculated as a percentage of the total monthly premium by coverage tier as follows:

Full-Time Employees		
Medical Plan	County Contribution	Employee Contribution
PPO 400 Plan	92.5%	7.5%
Major Medical Plan (no routine vision)	100%	0%
Kaiser 10/20 HMO Medical Plan	95%	5%

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b. Part-Time Employees

Each eligible Part-Time active enrolled employee's monthly contribution for the purchase of a medical benefit plan coverage (which includes prescription coverage, routine vision included with all plans except for Moda Major Medical) will be calculated as a percentage of the total monthly premium by coverage tier as follows:

Part-Time Employees		
Medical Plan	County Contribution	Employee Contribution
PPO 400 Plan	50%	50%
Major Medical Plan (no routine vision)	100%	0%
Kaiser 10/20 HMO Medical Plan	62%	38%
Kaiser Maintenance Medical Plan	90%	10%

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3. Dental Benefit Plan Contributions

a. Full-Time Employees

Each eligible Full-Time active enrolled employee's monthly contribution for dental benefit plan coverage will be calculated as a percentage of the monthly premium by coverage tier as follows:

Full-Time Employees		
Dental Plan	County Contribution	Employee Contribution
Delta Dental 50 Plan	93%	7%
Willamette Dental Plan	93%	7%
Kaiser Dental 15 Plan	93%	7%

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b. Part-Time Employees

Part-time employees may receive dental benefits upon payment of fifty percent (50%) of the total monthly premium by coverage tier as follows:

Part-Time Employees		
Dental Plan	County Contribution	Employee Contribution
Delta Dental 50 Plan	50%	50%
Willamette Dental Plan	50%	50%
Kaiser Dental 15 Plan	50%	50%

B. Health Care Cost During the Term of Agreement

The County agrees to notify the Union any time there is a proposed change in plan design or optional changes proposed by vendors that would impact plan design cost or plan designs, and to meet with the Union upon request. Objections to plan or plan design changes mandated by a vendor that cannot be resolved by meeting shall be subject to impact bargaining. Mandated coverage changes due to Federal or State laws, rules, or regulations shall be presented to the Union but will be implemented by the County as required by law.

The Union and the County have shared interest in addressing increasing health insurance costs. In an effort to collaborate together over quality health plans, design changes and cost management, the parties agree to participate on the Employee Benefits Advisory Team (EBAT) with such other County employee bargaining units that agree to participate, to review and consider health plans, design changes and cost sharing features. The EBAT will be advisory only, and will report member recommendations to the County Chair. EBAT does not preclude the parties from entering into any Memorandum of Agreement (MOA) authorizing mutually agreed-upon plan changes. The Union will be entitled to one representative bargaining unit member on the EBAT; in addition, all AFSCME-represented bargaining units shall collectively be entitled to an AFSCME Council Representative participation on the EBAT.

1 **C. Employee Contribution**

2 Employee's contributions will be made through payroll deductions.
3 Enrollment in a County sponsored medical benefit plan coverage and associated
4 employee contribution is mandatory for employees who do not "Opt-Out" of medical
5 benefit plan coverage.

6 **D. Major Medical Plan Rebates**

7 Full-Time employees who elect coverage under the Major Medical Plan will
8 be paid fifty dollars (\$50) (gross) per month.

9 **E. Opt-Out of Medical Plan Benefits**

10 1. Employees may elect to Opt-Out of the County's medical benefit plan
11 coverage by making that election during the Benefit Enrollment process. Employees
12 making such an election must provide annually an affidavit or other qualifying proof of
13 other Minimum Essential Coverage (MEC) as defined under the Affordable Care Act
14 (ACA) which is not coverage in the individual market in order to make the Opt-Out
15 election. Employees will not be eligible to change their election until the County's official
16 annual open enrollment period, unless the employee experiences an IRS recognized
17 family status change event that would allow a mid-year health plan election change or
18 qualifies for Special Enrollment under HIPAA.

19 2. **Full-Time Employees Who Opt-Out**

20 Full-Time employees who Opt-Out of benefit plan coverage will
21 receive a reimbursement paid by the County of two hundred fifty dollars (\$250) (gross)
22 per month into the employee's individual VEBA account.

23 3. **Part-Time Employees Who Opt-Out**

24 Part-Time employees who Opt-Out of medical benefit plan coverage
25 will receive a reimbursement paid by the County of one hundred twenty-five dollars (\$125)
26 (gross) per month into the employee's individual VEBA account.

27 4. Employees may also elect to decline dental plan coverage through
28 the County. However, there is no reimbursement associated with declining dental
29 coverage and no proof of other dental coverage is required. Employees will not be eligible
30 to change this election until the County's official annual open enrollment period unless

1 the employee experiences an IRS-recognized family status change event that would allow
2 a mid-year health plan election change or qualifies for Special Enrollment under HIPAA.

3 **F. Successor Plans and Vendors**

4 In the event that any of the current benefit plans become unavailable, the
5 County agrees to provide to affected employees a substitute plan for the same service
6 delivery type, if available, at substantially the same or better benefit levels. If a plan or
7 vendor is discontinued and no substitute plan is available of the same service delivery
8 type, the employee will be offered the option to enroll in an alternative service delivery
9 plan.

10 If the County chooses to change from a vendor or a plan which is still
11 available, the County agrees that the overall existing level of benefits for each plan will
12 be duplicated as closely as possible but will not be reduced.

13 Notwithstanding the other provisions of this subsection, in the event that the
14 State of Oregon establishes an insurance pool available to local governments, the County
15 may provide medical, dental, vision, and/or prescription insurance from the plans offered
16 under said insurance pool without further obligation than to bargain cost share of the
17 plan(s) available therein.

18 **II. Other Benefits**

19 **A. Life Insurance**

20 The County agrees to provide each employee covered by this agreement
21 with term life insurance in the amount of one times (1x) their annual salary up to a
22 maximum of two hundred and fifty thousand dollars (\$250,000). Retirees of Multnomah
23 County with at least ten (10) years of service with the County will be provided with two
24 thousand dollars (\$2,000) term life insurance. Employees will designate their
25 beneficiaries. Employees, at their option, may purchase supplemental term life insurance
26 coverage consistent with vendor contract(s) by payroll deduction. Premiums will vary
27 according to the age of the insured.

28 **B. Disability**

29 **1. Short-Term Disability**

1 All bargaining unit employees will be covered by the County-paid
2 short-term disability insurance program, the provisions of which will be the same as those
3 provided to non-represented employees.

4 **2. Long-Term Disability**

5 a. The County will provide long-term disability insurance to all
6 members of the bargaining unit who are regularly scheduled to work at least half-time at
7 the following level: sixty percent (60%) of base earnings up to six thousand dollars
8 (\$6,000) per month.

9 b. The County will pay for COBRA medical and dental insurance
10 coverage for a period of up to six months beyond the month in which benefits would
11 normally terminate for an employee with an approved long-term disability claim. Members
12 must complete and return the COBRA enrollment form as required by law in order to
13 receive premium payments by the County. Employees who "Opt-Out" of benefits
14 coverage under the provisions of Article 8, Section 1.G. of this Agreement will not be
15 eligible for continued County-paid coverage under this section.

16 **C. Long-Term Care**

17 Any bargaining unit employee covered by this agreement may participate in
18 a long-term care insurance program developed by the Union and the County (consistent
19 with vendor contracts), the monthly premiums to be paid individually through payroll
20 deduction.

21 **D. Voluntary Employees' Beneficiary Association (VEBA)**

22 1. The County will contribute an amount equal to one percent (1%) of
23 each Physician's semi-monthly salary (excluding premium differentials) to each
24 Physician's Health Reimbursement Arrangement (HRA) VEBA account. The 1% is a fixed
25 rate; however, the dollar amount of contributions will be impacted by COLA and step
26 increases. This HRA VEBA contribution will remain in place until the County or the Union
27 has given at least sixty (60) days' notice to the other party that it wishes to discontinue
28 the contribution or change the contribution amount.

29 2. If the request is to change the amount, such change can only be
30 made by mutual agreement of the parties with implementation of a new memorandum of
31 agreement reflecting the new amount.

1 **3.** If the contribution is discontinued, each step of the Physicians' salary
2 schedule will be increased by an amount equal to one percent (1%), effective with the
3 first pay period after the date the contribution is discontinued. Individuals who have been
4 placed on the salary schedule will therefore experience an increase in their base salary.
5 Physicians who are paid at a rate higher than their assigned step (and therefore not paid
6 according to the salary schedule) at the time of the salary schedule adjustment will have
7 their individual salary rate adjusted, effective with the first pay period after the date the
8 contribution is discontinued.

9 **4.** It is hereby agreed that the County will make an additional monthly
10 contribution to the HRA VEBA accounts of the Physicians who Opt-Out of medical
11 benefits per Article 10, Section I.E. in the amount specified in that agreement. This HRA
12 VEBA contribution will remain in place until the County or the Union has given at least
13 sixty (60) days' notice to the other party that it wishes to discontinue the funding
14 agreement. If the funding arrangement is discontinued, Physicians who Opt-Out of the
15 County's medical benefits would thereafter receive any monthly Opt-Out amount as a
16 gross monthly payment on the second paycheck of the month.

ARTICLE 9
PAID LEAVES

I. Vacation Leave

A. Accrual

Each employee regularly scheduled to work 1.0 FTE accrues vacation credit based on years of employment based on the schedule below. An employee who separates from County service and returns will be given credit toward additional vacation accrual rates for service prior to separation. Vacation will accrue incrementally each pay period. For accrual purposes, "day" is defined as a unit of eight (8) hours.

B. Table of Vacation Accrual Rates

Years of Service	Hours Accrued Per Pay Period	Hours (Weeks) Accrued Per Year by Forty Hour Employees	Maximum Hours Accruable
Less than 2	5.0	120 (3.0 wks.)	224
2 up to 5	5.67	136 (3.4 wks.)	272
5 up to 8	7.33	176 (4.4 wks.)	352
8 up to 15	9.0	216 (5.4 wks.)	432
15 or more	9.0	216 (5.4 wks.)	500

C. Less Than 1.0 FTE

Each employee regularly scheduled to work .5 FTE through .99 FTE accrues vacation credit on a pro rata basis.

D. Scheduling and Use of Accrued Vacation

Vacation must be scheduled in advance with supervisor approval. Time will be charged to vacation leave only for full-day absences from work. Total vacation accrued must not exceed the maximum allowable accruals set forth section (B) above.

E. Leave of Absence Accrual

Vacation leave shall not accrue during leave of absence without pay.

1 **F. New Hires**

2 **1.** Full-time employees new to County service receive the equivalent of
3 their entire first year vacation leave accrual upon appointment and commencement of
4 work in lieu of accruing vacation leave during the first year of employment. Full-time
5 employees newly rehired to County service are also eligible to receive the same benefit
6 during the first year of return to County service as long as they have had at least a two
7 (2) year break in employment with the County. Thereafter, vacation earnings and
8 reporting are as provided in this section. Employees who separate from County service
9 prior to the end of one (1) full year of employment will be paid only for the vacation
10 accumulation to which they would be entitled if it had been accrued.

11 **2.** In recognition of the recruitment challenges within this bargaining
12 unit, new employees shall receive a one-time credit of 40-hours of vacation time (pro-
13 rated by FTE) into their vacation bank upon hire.

14 **3.** Upon ratification, current employees within the bargaining unit shall
15 receive a one-time credit of 40-hours of vacation time (pro-rated by FTE) into their
16 vacation bank as a retention incentive.

17 **G. Payoff**

18 After one year of County employment, unused accrued earned vacation
19 time shall be paid to the employee at their regular rate of pay at the time of separation for
20 service.

21 **II. Sick Leave**

22 **A. Definition and Allowable Use**

23 Sick leave is a leave of absence with pay which may only be used when the
24 employee is directly affected by any of the health conditions listed below, or when
25 specified others are affected by the conditions listed, and require the employee's care.
26 As used in this Article, "protected sick time" refers to sick leave protected under the
27 Oregon state Sick Time Law, ORS 653.601(6), *et seq.* The first forty (40) hours per year
28 of "paid sick time," as defined under ORS 653.601(6), are protected under Oregon's state
29 sick leave law. Accrued sick leave taken in excess of forty (40) hours per year is not
30 covered or protected under the state sick leave law, but may be considered protected
31 leave under other state and federal laws.

1 **1. Specified Others**

2 Sick leave may be used by an employee for the following non-
3 occupational conditions involving the employee or conditions of a:

4 **a.** Member of the employee’s immediate household; or

5 **b.** The Employee’s spouse, parent, or children as defined in the
6 federal Family and Medical Leave Act (hereafter referred to as “FMLA”); or

7 **c.** The Employee’s parents-in-law, grandparents or
8 grandchildren as defined in the Oregon Family Leave Act (hereafter referred to as
9 “OFLA”); or

10 **d.** The employee’s domestic partner as defined in MCPR 1-10-
11 040; or

12 **e.** The children and parents of such domestic partner defined as
13 if the domestic partner was the employee’s spouse; or

14 **f.** Any individual related by blood or affinity whose close
15 association with the employee is the equivalent of a family relationship.

16 **g.** For Washington localized employees, any other family
17 members under Washington Paid Family and Medical Leave (WAPFML) which are not
18 already included above.)

19 **h.** For employees eligible for Paid Leave Oregon (PLO), any
20 other family members covered under Paid Leave Oregon which are not already included
21 above.

22 **2. Covered Health Conditions**

23 **a.** Mental or physical illness, injury, or health condition; need for
24 medical diagnosis, care or treatment of a mental or physical illness injury or health
25 condition; or time off needed for preventative care; or;

26 **b.** Any qualified condition covered by FMLA, OFLA, WAPFML,
27 or PLO as defined by state or federal law, regardless of whether the employee meets
28 statutory eligibility requirements; or

29 **c.** Medical, dental or employee assistance program
30 appointments; or

1 d. Any qualified purpose allowed under Oregon’s domestic
2 violence, harassment, sexual assault or stalking law; or

3 e. Any other illness, injury, or quarantine based on exposure to
4 contagious disease; or

5 f. In the event of a public health emergency, including upon an
6 order of a general or specific public health emergency.

7 **B. Accrual**

8 For accrual purposes, “day” is defined as a unit of eight (8) hours. Sick leave
9 will accrue each pay period on the following schedule:

10 1. Each employee regularly scheduled to work 1.0 FTE will accrue sick
11 leave at the rate of twelve (12) days per year or ninety-six (96) hours.

12 2. Employees regularly scheduled to work .5 through .99 FTE will
13 accrue sick leave on a pro rata basis.

14 **C. Use and Misuse of Leave for Sick Leave Purposes**

15 1. **Counting Against FMLA, OFLA Entitlements**

16 Sick leave and any other forms of paid or unpaid leave used for
17 FMLA and/or OFLA qualifying conditions, or absence due to a deferred or approved
18 Workers’ Compensation claim based on such conditions, will be counted against an
19 employee’s annual FMLA and/or OFLA leave entitlements subject to the provisions of the
20 law.

21 2. **Legitimate Use**

22 a. Protected sick time under the Oregon Sick Time Law (ORS
23 653.601 to .661) is limited to the first forty (40) hours of sick time taken by an employee
24 each calendar year.

25 b. **Verification of Use:**

26 i. Pursuant to Multnomah County policy, Management
27 must require the completion of a certification form by the employee’s health care provider
28 and any other verification required for under the provisions of the FMLA, OFLA, or their
29 successors.

1 ii. The County may require an employee to submit written
2 medical verification from a health care provider to receive sick leave benefit for any non-
3 FMLA or non-OFLA condition under any of the following circumstances:

4 (1) the employee has missed work due to illness for
5 more than three (3) consecutive work days; or

6 (2) the employee has requested leave that is
7 scheduled to last more than three (3) scheduled work days: or

8 (3) the employee has exhausted all sick leave; or

9 (4) whenever the County can articulate reasonable
10 cause to believe that a misuse or abuse of sick leave has occurred, including questionable
11 usage, questionable patterns of usage or calling in sick on a previously denied day off,
12 provided the employee has been previously notified by a supervisor or Human Resources
13 representative that, due to such concerns, future verification may be required. After an
14 employee has exceeded the amount of sick leave protected under the Oregon Sick Time
15 Law, employees notified of such reasonable cause described in this paragraph may be
16 required to furnish certification as referenced above for each use of sick leave for a period
17 not to exceed six (6) months following the notice; or

18 (5) when the employee has exceeded the amount
19 of sick leave protected under the Oregon Sick Time Law and has called in sick five (5) or
20 more times for separate events in any six (6) month period, regardless of how the time is
21 charged and the employee has been notified by a supervisor or Human Resources
22 representative that such verification will be required for a period up to six (6) months
23 following the notice.

24 c. **Discipline:**

25 Subject to the limitations of law, including but not limited to
26 those of the FMLA, OFLA, discipline may be imposed under the following conditions:

27 i. **Abuse of Sick Leave**

28 Misuse of leave, violation of orders, directives, or
29 contractual requirements concerning the use of sick leave and other forms of leave used
30 in lieu of sick leave are cause for disciplinary action.

31 ii. **Use of Accrued Sick Leave**

1 (1) Use of accrued sick leave, without abuse of
2 such leave, will not be cause for discipline.

3 (2) When the intermittent use of accrued sick leave
4 or other paid or unpaid leave used in lieu of sick leave interferes significantly with an
5 employee's ability to perform the duties of their job, management may do the following
6 (subject to the requirements of law, including, but not limited to, FMLA, OFLA, Oregon
7 Sick Time Law, and Paid Leave Oregon):

8 (a) Require the employee to take continuous
9 leave; or

10 (b) Change the employee's work
11 assignment for six (6) months or until use of intermittent leave ends, whichever comes
12 sooner; in such cases, restrictions otherwise set out in this Agreement will not apply.

13 iii. **Excessive Absenteeism**

14 The parties recognize that every employee has a duty
15 to be reliably present at work, and that failure to confine sick leave usage to accrued and
16 available sick leave raises the possibility of discipline for excessive absenteeism. Such
17 cases, however, are subject to just cause review and require systematic examination of
18 relevant factors, including but not limited to:

19 (1) Any legal requirements, including, but not
20 limited to those of the FMLA, OFLA, Oregon Sick Time Law, Paid Leave Oregon, or the
21 ADA;

22 (2) The tenure and work history of the employee,
23 specifically to include whether there have been previous instances of this pattern of
24 absenteeism;

25 (3) Whether there is a likelihood of improvement
26 within a reasonable period of time based on credible medical evidence;

27 (4) The particular attendance requirements of the
28 employee's job;

29 (5) The pattern of use, and whether the absences
30 are clearly for bona fide sick leave purposes.

31 D. **New Hires**

1 Full-time employees new to County service will receive twelve (12) days
2 sick leave upon appointment and commencement of work in lieu of accruing sick leave
3 during the first year. Thereafter, sick leave will accrue as stated in the above section.

4 **E. Workers' Compensation**

5 Sick leave accruals may only be used for time that is not compensable
6 under Workers' Compensation.

7 **F. Maximum**

8 There is no maximum limit on the amount of sick leave that an employee
9 may accrue.

10 **G. Charging of Sick Leave**

11 Time will be charged to sick leave only for half- or full- day absences from
12 work, to the extent allowed by state and federal law; however, an employee's leave bank
13 will not be charged for the first three (3) qualifying partial day absences in the calendar
14 year. For example:

15 1. An employee scheduled to work eight (8) hours who takes sick leave
16 after initially reporting to work will not have that leave charged to their sick leave bank
17 until after the third (3rd) occurrence in the calendar year.

18 2. The same employee, after the third (3rd) occurrence of a partial day
19 absence, who takes sick leave after initially reporting to work but before the beginning of
20 the fifth (5th) hour or work, will have a half-day (four (4) hours) of sick leave charged to
21 their sick leave bank.

22 **H. Separation from Employment**

23 At the time of separation from County service, the County does not
24 compensate employees for unused sick leave.

25 **I. Reinstatement of Sick Leave Accruals**

26 1. Any employee who separates from County employment for any
27 reason other than layoff or PERS retirement, who is subsequently re-employed as a
28 regular status employee within one hundred eighty (180) days, is entitled to credit for all
29 sick leave accrued up to the last day of prior employment. Sick leave shall not accrue
30 during the period between separation from employment and re-employment.

31 2. Employees who were laid off from County employment or are serving

1 in a temporary or on-call position following layoff will have their sick leave balance
2 restored when they are recalled from layoff.

3 **III. Holidays**

4 **A. Recognized and Observed Holidays**

5 Each full-time employee is entitled to the following paid holidays:

- 6 **1.** Any day declared a holiday by the Board of County Commissioners
- 7 **2.** New Year's Day (January 1st)
- 8 **3.** Dr. Rev. Martin Luther King, Jr.'s birthday (3rd Monday in January)
- 9 **4.** President's Day (3rd Monday in February)
- 10 **5.** Memorial Day (last Monday in May)
- 11 **6.** Juneteenth (June 19)
- 12 **7.** Independence Day (July 4)
- 13 **8.** Labor Day (1st Monday in September)
- 14 **9.** Veteran's Day (November 11)
- 15 **10.** Thanksgiving Day (4th Thursday in November)
- 16 **11.** Three (3) days to be used as a floating holiday during the fiscal year

17 provided the employee gives two (2) weeks' notice and has the consent of the employee's
18 supervisor. If the supervisor determines the holiday usage requested is impracticable, the
19 employee shall be credited with one (1) day of Saved Holiday time, subject to
20 requirements of Section E. below.

21 The one (1) day of leave shall be accrued and determined based on
22 the employee's regularly assigned work schedule.

23 **12.** Christmas Day (December 25th) or, with approval of supervisors, this
24 day may be traded for any other religious holiday during the fiscal year if employees use
25 paid leave for or work on December 25th.

26 To be eligible for pay on an observed holiday, an employee must be
27 in pay status both on the employee's scheduled work day before and the employee's
28 scheduled work day after the holiday.

29 **B. Holiday Observance**

- 30 **1. Five (5) Day Work Week**

1 a. If the holiday falls on an employee's first scheduled day off,
2 the preceding workday will be observed as that employee's holiday.

3 b. If the holiday falls on an employee's second scheduled day
4 off, the following workday will be observed as that employee's holiday.

5 **2. Four (4) Day Work Week**

6 a. If the holiday falls on an employee's first or second scheduled
7 day off, the preceding work day will be observed as that employee's holiday.

8 b. If the holiday falls on an employee's third scheduled day off,
9 the following workday will be observed as that employee's holiday.

10 **3. Part-time Employees, and Full-Time Employees on an Irregular**
11 **Schedule**

12 The holidays designated above are the observed holidays if they fall
13 on an employee's regular workday. Employees will be credited with (1) day of saved
14 holiday time if the holiday does not fall on a regular workday.

15 **4.** Employees working five (5) eight (8)-hour shifts per week will be
16 entitled to eight (8) hours of leave; employees working four (4) ten (10)-hour shifts per
17 week will be entitled to ten (10) hours of leave; and employees working nine-eighty (9/80)
18 work schedules will be entitled to nine (9) hours of leave, except as specified otherwise.

19 **C.** If an employee is on authorized leave with pay when a paid holiday occurs,
20 the holiday will be paid and will not be charged against the leave.

21 **D.** Supervisors are authorized to adjust holiday schedules for employees on
22 flexible working schedules.

23 **E.** Any saved holiday time not used by the end of the fiscal year in which it was
24 accrued is forfeited, with the exception that an employee may carry over one (1) saved
25 holiday per year. The saved holiday time usage is subject to the same rules as vacation
26 leave, except that employees who separate from County employment will not be paid for
27 accumulated saved or personal holiday leave.

28 **IV. Recognition Leave**

29 Recognition leave may be granted as set forth in Multnomah County Personnel
30 Rule (MCPR) 4-30-040D. Grant or no-grant of recognition leave shall be entirely at the
31 Director's or Director's designee's discretion, and shall not be subject to grievance.

1 **V. Jury Duty**

2 **A.** An employee shall be granted leave with full pay in lieu of jury fees on any
3 scheduled day of work the employee is required to report for jury duty, if upon receipt the
4 employee submits jury fees or evidence of waiver of jury fees to Payroll. Employees may
5 retain reimbursement provided for by statute for mileage and other expenses incurred as
6 a result of jury service.

7 **B.** Except during an emergency or due to operational requirements, the county
8 will not require employees to report to work after completing a full day on jury duty. Any
9 employee who is excused or dismissed from jury duty before the end of the day will report
10 back to work if practical. Employees will not be allowed to flex their work schedule, in
11 order to receive compensation for jury duty on a normally scheduled day off, unless
12 specified in labor agreement.

13 **VI. Personal Leave**

14 All employees will be granted eight (8) hours of personal leave per year, for use
15 within the fiscal year. The eight (8) hours of leave shall be prorated for part-time
16 employees based on their FTE.

17 **VII. Military Leave**

18 The County acknowledges its obligation under state and federal law to grant paid
19 and unpaid leave for military training and service. Information about legally mandated
20 military leave will be made available to employees upon request from the Department
21 Human Resources Unit. Members of the National Disaster Medical System (NDMS)
22 service of the U.S. Office of Preparedness and Emergency Operations shall be treated
23 as qualifying for paid leave under ORS 408.290 for and during deployments in response
24 to public health emergencies.

25 **VIII. Bereavement Leave**

26 An employee shall be granted not more than three (3) days leave of absence with
27 full pay in event of death in the immediate family or immediate household of the employee.
28 If such a funeral is beyond three-hundred and fifty (350) miles from the employee's place
29 of residence, the employee shall be granted additional time for travel not to exceed five
30 (5) additional days with pay. The amount of additional leave shall be at the discretion of
31 their supervisor on the basis of the employee's travel and personal needs. With sufficient

1 advance notice, bereavement leave days may be taken non-consecutively provided they
2 are taken within thirteen (13) months from the date of first use.

3 For purposes of Bereavement Leave, an employee's immediate family shall be
4 defined as the employee's spouse or domestic partner or the employee's, spouse's or
5 domestic partner's:

- 6 **A.** Parents
- 7 **B.** Step-Parents
- 8 **C.** Children
- 9 **D.** Step-Children
- 10 **E.** Siblings
- 11 **F.** Step-Siblings
- 12 **G.** Grandchildren
- 13 **H.** Grandparents
- 14 **I.** Siblings-In-Law
- 15 **J.** Parents-In-Law
- 16 **K.** Pregnancy Loss

17 Immediate household shall be defined as any person residing at the employee's
18 residence on a regular basis.

19 For any individual related by blood or affinity whose close association with the
20 employee is the equivalent of a family relationship, such leave of absence shall be granted
21 by the employee's supervisor. In the event that the supervisor denies such a request for
22 bereavement leave, the employee may request review of the decision by the Department
23 Director or their designee(s).

24 For other relationships under exceptional circumstances, the Director may grant
25 bereavement leave. Paid bereavement leave may also be counted toward unpaid OFLA
26 bereavement leave described in Multnomah County Personnel Rule (MCPR) 2-60,
27 consistent with OFLA, collective bargaining agreements, and sequencing of leave
28 provisions in MCPR 2-45.

29 **IX. Longevity Recognition Leave**

30 **A.** Regular status employees, including any limited duration time in the
31 Physicians and Psychiatrists bargaining unit that was continuous and contiguous with

1 appointment to a regular position, shall receive a one-time, forty (40) hours of Longevity
2 Recognition Leave pro-rated by FTE (as of July 1 in the qualifying year) upon completion
3 of each eight-year longevity interval since last received.

4 Upon implementation, employees who have six (6) or more years of service as of
5 full ratification will receive a one-time, forty (40) hours of Longevity Recognition Leave
6 pro-rated by FTE for all their years of service to date. Thereafter, these employees will
7 receive Longevity Recognition Leave upon completion of each eight-year longevity
8 interval since last received in accordance with Section IX.A. above.

ARTICLE 10
WORKERS' COMPENSATION AND
SUPPLEMENTAL BENEFITS

I. Coverage

All members of the bargaining unit are provided workers' compensation coverage as required by the Oregon Workers' Compensation Law.

II. Employee Status

The period of time that an employee is off the job and unable to work by reason of a disability compensable under the Oregon Workers' Compensation Law shall not interrupt continued employment for service credit for retirement vesting unless the employee's attending physician (as that term is defined under ORS 656.005(12)) or the Oregon State Workers' Compensation Division certifies to the County in writing that the employee will be permanently disabled and unable to return to the County service and fully perform the duties of the position the employee occupied at the time of injury. In such an event, the employee's status shall be governed exclusively by applicable state statutes related to re-employment and non-discrimination.

III. Supplemental Benefits

A. The County will supplement Oregon workers' compensation time loss benefits received by employees for temporary total disability due to occupational injury, illness or disease by an amount which, coupled with Oregon workers' compensation payments, will provide disabled employees with the equivalent of one hundred percent (100%) of their net take-home pay (as calculated under Oregon workers' compensation regulations).

B. The County shall continue to make retirement contributions, based upon the appropriate percentage of the gross dollar amount of supplemental benefits paid, throughout the period that the employee receives such benefits.

C. Employees will continue to accrue sick and vacation leave at regular rates during the period employees receive supplemental time loss benefits.

D. Supplemental benefits shall only be payable for those days an employee is receiving time loss benefits pursuant to Oregon Workers' Compensation Law.

1 Supplemental benefits shall be paid for no more than six hundred forty (640) hours of the
2 employee's regular working hours or for a period equal to the amount of accrued sick
3 leave hours at the time of injury, whichever is greater. Such payments shall not be
4 chargeable to accrued sick leave.

5 **E.** Supplemental benefits will be paid on or about the injured workers' regular
6 payday.

7 **IV. Wages**

8 **A.** To the extent not compensated by Oregon workers' compensation benefits,
9 the first day of occupational disability shall be compensated as time worked.

10 **B.** To the extent not compensated by Oregon workers' compensation benefits,
11 the day following the first day of occupational disability and the next succeeding day shall
12 be compensated as time worked if such days would have been work days.

13 **V. Denied Claims**

14 **A.** If an Oregon workers' compensation claim is denied and later found to be
15 compensable or held compensable upon appeal and the employee has been utilizing sick,
16 vacation, or holiday leave, the employee will reimburse the County for any accrual
17 payments and the employee's sick, vacation, or holiday leave account will be credited
18 with an equivalent number of hours.

19 **B.** If an employee's Oregon workers' compensation claim is denied before the
20 employee returns to work, the employee is entitled to request continued medical and
21 dental coverage at the employee's expense, under COBRA regulations.

22 **C.** If a denied claim is later held compensable upon appeal, the employee will
23 be entitled to:

24 **1.** Reimbursement of any premiums paid to the County for
25 medical/dental benefits, and

26 **2.** Any supplemental benefits that have not already been paid in
27 accordance with "Section III." of this Article.

28 **VI. Benefits**

29 The County will continue contributions toward medical and dental benefits for the
30 employee and the employee's dependent(s) from the first day of occupational disability,

1 subject to the provisions of Article 8, Health and Welfare for a period of one (1) year or
2 such longer period as may be required by law.

3 **VII. Borrowing of Sick Leave**

4 Nothing in this Article may be construed to permit borrowing of sick leave not
5 accrued by and available to the employee.

ARTICLE 11
SENIORITY AND LAYOFF

I. Definition of Seniority

Seniority will be determined as follows:

A. The total length of continuous service, including time employed as a temporary employee, but not including time employed as an on-call employee, with the County in the job profile; if a tie occurs, then

B. Total length of continuous service within the County; if a tie occurs, then

C. It shall be broken by lot in a manner to be determined by the Central Human Resources Division.

II. Computation of Seniority

Seniority shall be in accordance with the following rules:

1. Part-time work will count on a full-time basis.

2. Time on authorized leave taken with pay will count.

3. When an authorized leave without pay exceeds thirty (30) days, no time spent on that leave will count except in the following circumstances:

a. An unpaid leave is protected by FMLA/OFLA, Paid Leave Oregon, Washington Paid Family and Medical Leave, and/or the Uniformed Services Employment and Reemployment Rights Act (USERRA) shall count.

b. An unpaid leave of up to one hundred eighty (180) days protected by the Americans with Disabilities Act, ORS 659A.040 to ORS 659A.069 (injured worker's right to reinstatement), and ORS 659A.270 to ORS 659A.290 (leave for victims of domestic violence) shall count.

4. When a layoff exceeds thirty (30) days, no time spent on layoff will count.

5. Time spent working for another government in an equivalent job profile will count if the employee was transferred to Multnomah County pursuant to ORS 236.610 through 236.650.

6. Time spent in an unclassified or management service appointment status shall not count, except for purposes of vacation accrual. Seniority accrued while in the bargaining unit shall not be forfeited due to promotion into management service.

1 7. Seniority shall be forfeited by discharge for cause, voluntary termination, or,
2 after layoff, by removal from all recall lists pursuant to "Section IV" of this Article, transfer
3 or promotion out of the bargaining unit.

4 8. Service is broken for purposes of this Article by discharge; voluntary quit
5 from employment with Multnomah County; or transfer out of the bargaining unit except
6 employees who have not completed an initial trial service period following promotion will
7 be returned to the position previously held; employees who do not complete a trial service
8 period; or, expiration of the layoff list.

9 **III. Layoff**

10 **A. Employees Affected**

11 1. Should the County find it necessary to reduce the number of
12 bargaining unit employees through layoff, the County will identify the job profile in the
13 clinic/program and the specialty area from which the layoff shall be made. The bargaining
14 unit employee at that clinic/program in the specialty area of the position being eliminated,
15 with the lowest length of service, will be affected.

16 2. Specialty areas for Physicians shall be defined as: Family Medicine,
17 HIV, Internal Medicine, OB/GYN, and Pediatrics.

18 3. Specialty areas for Psychiatrists shall be defined as: Addiction, Child
19 and Adolescent, Forensic, Geriatric, and Pain.

20 **B. Layoff Rules**

21 The County will notify employees affected by layoff of their reassignment or
22 layoff, according to the provisions of this section.

23 **C. Reassignment of Employees During a Layoff**

24 Employees holding positions to be discontinued will be subject to the
25 following order of seniority:

26 1. Reassignment to a position, or if the employee does not have enough
27 seniority, then

28 2. Layoff

29 **D. Non-Regular Employees During a Layoff**

30 1. Temporary, non-regular initial trial service, and other employees who
31 do not have regular status and who are occupying budgeted positions will be terminated

1 before employees with regular status are affected by layoff. Employees without status
2 that are terminated will not be placed on recall lists and do not have bumping rights.

3 **2.** Initial trial service employees laid off will be placed on reinstatement
4 lists for one year from the date of their layoff. They may, at the County's discretion, be
5 reinstated if there are no employees who are on a recall list. Initial trial service employees
6 who are reinstated will be treated as if they have been on a leave of absence for purposes
7 of computing seniority and length of initial trial service period.

8 **E. Layoff Processing for Employees on a Leave of Absence Without Pay**

9 **1. Employee Notification**

10 Employees who are on a leave of absence without pay which is
11 scheduled to continue after the layoff effective date and are expected by the County to
12 be affected by an upcoming layoff process will be notified in writing and given an option
13 to return from leave.

14 **2. Use of Positions During the Layoff Process**

15 If no response is received by the County within five (5) days of written
16 notification, or if the employee declines to return from leave of absence, or if the employee
17 is unable to return from leave of absence, the position from which the employee is on
18 leave of absence will be treated as a vacant position during the layoff process and will be
19 available to be filled by another employee who is affected by the layoff process, according
20 to the provisions of this Article.

21 **3. Return from Family Medical Leave Without Pay**

22 After a layoff process affecting the employee's job profile has
23 occurred, employees who are on Family Medical Leave (FMLA/OFLA) without pay
24 immediately prior to returning to work will return to the position formerly held, and the
25 employee occupying that position will be reassigned according to seniority pursuant to
26 this Article.

27 **4. Return from Other Leave Without Pay**

28 After a layoff process has occurred, employees not on Family
29 Medical Leave (FMLA/OFLA) without pay immediately prior to returning to work will be
30 reassigned according to seniority pursuant to this Article.

31 **5. Recalculation of Seniority After Leave of Absence Without Pay**

1 All employees on leave of absence without pay that exceeds thirty
2 (30) days except for circumstances listed in this Article will have their seniority
3 recalculated upon their return from leave so that none of the time on the leave of absence
4 without pay counts toward seniority per Section II.B.3 of this Article.

5 **IV. Bumping**

6 **A. Bumping Definition**

7 The replacement of an employee with less seniority by an employee with
8 more seniority.

9 **B. The Bumping Process**

10 **1.** Vacancies that are created and approved by the Board of County
11 Commissioners to be effective the day following the layoff date shall be treated as
12 vacancies available during a layoff process.

13 **2.** Reassignment of employees to vacant positions within their job
14 profile and specialty area, if available, will always take precedence over their bumping
15 another employee; where multiple vacancies within the specialty area are available, the
16 County will reassign the employee to one.

17 **3.** If bumping is necessary, the least senior employee within the
18 specialty area from which the layoff is being made will be bumped.

19 **4.** Employees who are reassigned to a position pursuant to these
20 provisions and do not accept that position will be deemed to have resigned.

21 **5.** Employees may not be reassigned to positions under this Article
22 unless qualified to perform the duties of that position. Employees may be denied rights
23 otherwise available under these provisions only if they lack knowledge, skills, or abilities
24 required for the position or patient population that are not easily learned on the job within
25 ninety (90) days. Employees may be required to take and pass qualifying examinations
26 in order to establish their rights to specific positions.

27 **V. Notice and Recall List**

28 **A.** In the event the County has determined that it may lay off employees, the
29 County will whenever possible provide the Union and any employee that may experience
30 reassignment or layoff with ninety (90) days' notice prior to the anticipated date of the
31 layoff. If less than ninety (90) days' notice is given, then the County will provide a written

1 explanation as to the reason upon request. Employees who are subject to reassignment
2 or layoff pursuant to the provisions of this Article shall receive a final notice in writing at
3 least fifteen (15) days prior to such action. The notice shall state the reason for the action
4 and shall further state that the action does not reflect discredit on the employee. The
5 Union will be provided a copy of the notice.

6 **B.** Employees who are laid off or reassigned between full-time and part-time
7 status will be placed on the recall lists within their specialty area, according to seniority.
8 Employees will be placed on all the recall lists that meet the criteria below. (For example,
9 employees who are reassigned from full-time to part-time will be placed on the recall lists
10 for full-time appointment)

11 **1.** Employees who are laid off will be placed on the recall list.

12 **2.** Employees who are reassigned from full-time to part-time will be
13 placed on the list for recall to full-time assignment.

14 **3.** Employees who are reassigned from part-time to full-time will be
15 placed on the list for recall to part-time assignment.

16 **C.** Employees will remain on a recall list for thirty-six (36) months from the date
17 of placement on the list. Within that time period, employees will be removed from the
18 recall list only under the following circumstances:

19 **1.** Upon written request of the employee; or

20 **2.** Upon their retirement; or

21 **3.** Upon acceptance of permanent recall from the list; or

22 **4.** Upon declining an offer of recall to a regular position for which they
23 are qualified (unless the offer is for a limited duration appointment); or

24 **5.** Upon the employee's failure to respond to an offer of recall for which
25 they are qualified via email sent to the employee's last known personal email address
26 within fourteen (14) days of emailing;

27 **6.** Disciplinary termination for cause; or

28 **7.** Failure to maintain Oregon licensure and Board eligibility or
29 certification.

30 **D.** Employees who are laid off and are on recall list(s) and return to regular
31 County employment for any reason will be treated as if they have been on a leave of

1 absence without pay for the purpose of computing seniority.

2 **VI. Recall**

3 **A.** Employees on a recall list will be certified in order of seniority, before
4 applicants who qualify through examination, provided they are qualified to perform the
5 duties of the position. Employees on a recall list shall be offered appointment to
6 vacancies, in order of seniority, except when they lack knowledge, skills or abilities
7 required for the position that are not easily learned on the job within ninety (90) days.
8 Employees may be required to take and pass qualifying examinations in order to establish
9 their rights to specific positions. The hiring manager is required to state in writing what
10 qualification(s) the employee lacks that the position requires. The employee will remain
11 on the recall list for certification to other vacancies during the employee's term of eligibility.

12 **B.** Failure to recall an employee in accordance with Sections VI.A. above, will
13 be deemed a dismissal of that employee for cause and will be reviewed and processed
14 according to the provisions of Article 14, Disciplinary Action.

15 **VII. Seniority Application**

16 **A.** The above terms for determination of seniority shall apply not only to the
17 layoff process, but also to other situations in which seniority is applied, including total
18 service for the purpose of vacation accrual rates.

19 **B.** Seniority determinations shall have no application to retirement matters.

20 **C.** The County agrees to make available to the Union upon request copies of
21 any personnel list the County maintains regarding seniority or job profile changes.

22 **VIII. Posting Process**

23 **A. Seniority List Posting**

24 The County agrees to maintain an up-to-date seniority list posted at all
25 times. Updated list will be provided to the Union.

26 **B. Seniority List Appeal Process: Errors on New Lists**

27 Employees who have concerns about the calculation of their seniority on
28 any new list shall consult with management and the Union. If an employee's concerns
29 remain unresolved, the Union may file a formal written grievance at Step 3 of the
30 grievance procedure.

1 **IX. Seniority of and Bumping by Exempt Employees**

2 **A.** The only exempt employees who may bump into the bargaining unit are
3 those who have previously been a member of the Physicians and Psychiatrists Bargaining
4 Unit.

5 **B.** Only time served in the Physician and Psychiatrist Bargaining Unit shall
6 apply for bumping purposes.

ARTICLE 12
PERSONNEL FILE

I. Definition

For the purposes of this Article “personnel file” refers to the formal file of personnel documents maintained by the Health Department Human Resources Unit.

II. Access to Personnel File Materials

A. An employee or the employee’s representative, with the written consent of the employee, may inspect that employee’s personnel file. Upon written request, an employee or the employee’s authorized representative will be given a copy of any material in the employee’s personnel file.

B. An employee will be given a copy of any statement written for inclusion in the employee’s personnel file concerning the employee’s conduct or work performance.

III. Written Response

An employee may respond in writing to any item placed in their official personnel file. Any written response will become a part of the file.

IV. Removal of File Materials

A. An employee may request to have removed from their personnel file any letter of reprimand which is more than two (2) years old. If the subject of the discipline is not demonstrably related to client care, the letter shall be removed and shall not be considered in any subsequent disciplinary action.

B. A single letter imposing discipline more severe than a letter of reprimand, which is more than five (5) years old, shall be removed from an employee’s personnel file upon their request if the subject of the discipline is not demonstrably related to client care. If removed, the letter shall not be considered in any subsequent disciplinary action.

C. If there is more than one (1) letter imposing discipline which is more severe than a letter of reprimand on file, none of the letters may be removed until the most recent letter is more than five (5) years old. At that time, it and all previous disciplinary letters will be removed from the employee’s personnel file upon request if the subject of the discipline is not demonstrably related to client care.

1 **D.** For the purpose of this subsection “letter” includes all attachments.
2 Disciplinary actions which are eligible for removal under this provision but have not yet
3 been removed will not be considered in any subsequent disciplinary action.

4 **V. Performance Evaluation**

5 **A.** The parties jointly aspire that all bargaining unit members receive annual
6 performance evaluations. The County retains its Management Rights to develop, implement,
7 and revise performance evaluation processes, as it deems appropriate.

8 **B.** An employee has the right to attach a response to any evaluations in their
9 personnel file within thirty (30) days of the receipt.

10 **C.** Performance evaluations shall be signed (or otherwise electronically
11 acknowledged) by the employee’s supervisor, who shall bear ultimate responsibility for the
12 content of the evaluation.

13 **D.** Should a “360° Evaluation” be used, it shall not exclusively constitute the
14 evaluation process but rather may be a component of the performance evaluation.

15 **E.** County performance evaluation forms will include a section on individual
16 training and career development.

ARTICLE 13

EMPLOYMENT RELATIONS COMMITTEE

1
2
3
4 To promote harmonious relations and aid internal communications, the parties
5 agree to establish a Physicians Employment Relations Committee (“PERC”) within thirty
6 (30) days following the signing of the contract. The County’s PERC members will be the
7 County Health Director, Health Department Medical Director, Health Department Human
8 Resources Director and a representative from the County’s Labor Relations Division. The
9 Union’s PERC members will be the AFSCME Council Representative and three (3)
10 bargaining unit members, who will be released from duty to serve on the PERC without
11 loss of pay. In selecting members, the Union will select no more than one (1) employee
12 from each clinic, and shall take into account such other considerations as are necessary
13 to prevent disruption of operations.

14 The PERC will establish regular quarterly meetings during normal working hours
15 and will schedule such meetings insofar as practical to avoid disruptions and interruptions
16 of work. The committee may discuss any matter pertinent to maintaining good employer-
17 employee relations. Each party will attempt to give the other reasonable advance notice,
18 insofar as practical, of the agenda items it wishes to discuss at the next meeting.

1 **ARTICLE 14**
2 **DISCIPLINARY ACTION**

3
4 **I. Forms of Discipline for Cause and Notice Requirements**

5 Employees may, in good faith for cause, be subject to disciplinary action by oral or
6 written reprimand, reduction in pay, suspension, dismissal, or any combination of the
7 above; provided, however, that such action shall take effect only after the supervisor gives
8 written notice of the action and cause to the employee and provides written notice to the
9 Union. Oral or written reprimands do not require prior written notice.

10 **II. Definition of Cause**

11 Cause shall include misconduct, inefficiency, incompetence, insubordination,
12 indolence, malfeasance, or failing to fulfill responsibilities as an employee as determined
13 by the Medical Director and reviewed by a Review Committee. This Article does not adopt
14 any other definition or test of cause, but does not preclude either party from arguing any
15 particular standard of cause.

16 **III. Appeal Rights**

17 **A. Written Reprimand**

18 Any regular, non-initial trial service employee who is reprimanded in writing
19 shall have the right to appeal the reprimand to the Medical Director.

20 **B. Reduction in Pay, Suspension, or Dismissal**

21 Any regular, non-initial trial service employee for whom reduction in pay,
22 suspension, or dismissal is imposed shall have the right to request review of the imposed
23 discipline within thirty (30) days of receipt of the letter imposing disciplinary action as set
24 out in Article 15 – Settlement of Disputes, IV. Disciplinary Review Process. The employee
25 shall submit the request either to the supervisor who imposed the discipline or directly to
26 the Medical Director.

27 **C. Other**

28 Written documents (excluding performance evaluations) given to an
29 employee that address deficient work performance/conduct and are not discipline may be
30 appealed to the Medical Director

1 **IV. Manner of Accomplishing Reprimands**

2 If the County has reason to reprimand an employee, every reasonable effort will
3 be made to accomplish the reprimand in a manner that will not embarrass the employee
4 before other employees or the public.

5 **V. No Abridgement of Rights**

6 Nothing in this contract shall be construed to abridge any employee's constitutional
7 or civil rights. Employees have the right to Union representation. If the employee so
8 desires, the employee shall be afforded Union representation.

ARTICLE 15
SETTLEMENT OF DISPUTES

I. Grievance Procedure

Any grievance or dispute which may arise between the parties, involving the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

II. Grievance Not Related to Discipline

A. Before filing a grievance concerning a non-disciplinary matter, the aggrieved employee and/or the Union will attempt to resolve the issue informally.

B. A grievance is filed when the grievant or the employee's union representative submits a written statement of the grievance at each appropriate step of the grievance procedure. The grievant may use a grievance form provided by the Union or submit a memorandum containing the following information:

- 1** Name of the grievant(s);
- 2.** The date of filing;
- 3.** Relevant facts and explanation of the grievance;
- 4.** A list of the articles of the contract allegedly violated; and
- 5.** A description of remedy sought.

C. In order to be timely, grievances must be filed as follows:

1. Non-disciplinary grievances must be filed within thirty (30) days of the alleged violation of the contract, or within thirty (30) days of the date on which either the grievant or the employee's representative became aware or should have become aware of its occurrence. Whether or not the grievant or the union was aware of the alleged violation, no grievance may be filed more than sixty (60) days from the date of its occurrence. However, the sixty (60) day limitation cited above is not intended to affect the pursuit of grievances regarding alleged ongoing violations of the contract.

2. For the purposes of this Article, as in the rest of this Agreement, "days" means "calendar days," unless otherwise specified. However, if the 30th and/or final day, whichever is applicable, falls on a weekend or holiday, as defined in Article 9 Paid Leaves, Section III.B, except for floating holiday time, the 30th and/or final day will

1 be considered the next business day immediately following the weekend or holiday.

2 **3.** Submissions at each step of the grievance procedure will be
3 considered timely if they are mailed and postmarked, or otherwise actually delivered, by
4 eleven-fifty-nine (11:59) p.m. of the last day. Failure on the part of the moving party to
5 process grievances within the time limits at any step in accordance with the provisions of
6 this Article shall constitute a waiver of the grievance. Timelines at any stage of the
7 grievance procedure may be extended by mutual agreement between the County and the
8 Union. The parties agree that the timelines for filing and responding to a grievance at any
9 step will be held in abeyance from the last business day prior to the observed Christmas
10 holiday to the first business day after the observed New Year's Day holiday.

11 **D.** Grievances will be filed at Step 1 of the grievance procedure (see Section
12 III below) unless the County and the Union mutually agree to filing at a higher step.

13 **III. Steps of the Grievance-Not-Related-To-Discipline Procedure**

14 **A. Step 1 - The Immediate Supervisor**

15 Grievance submitted at Step 1 will be filed with the Site Medical Director.
16 The Site Medical Director, or other manager or supervisor appointed by the department,
17 will respond in writing to the grievant or the employee's Union representative within thirty
18 (30) days of receipt.

19 There will be a mandatory meeting either at Step 1 or at Step 2 of the grievance
20 procedure to formally discuss the grievance. Unless an exception is agreed upon by the
21 Union and the County, the meeting will be attended by the grievant, the manager and/or
22 Site Medical Director designated by the County, and the steward and/or other Union
23 representative. If the grievance is a class grievance, a representative employee shall be
24 deemed the grievant for the purposes of the mandatory meeting.

25 **B. Step 2 - The Department Director**

26 Grievances submitted at Step 2 and grievances unresolved at Step 1 may
27 be presented by the grievant or the employee's Union representative to the department
28 director or their designee. Unresolved grievances must be submitted within thirty (30)
29 days after the response is due at Step 1. The department director will respond in writing
30 to the grievant or the employee's Union representative within thirty (30) days of receipt.

1 **C. Step 3 - Labor Relations**

2 Grievances submitted at Step 3 and grievances unresolved at Step 2 may
3 be presented by the grievant or the employee's Union representative to the Labor
4 Relations Manager or their designee. Unresolved grievances must be submitted within
5 thirty (30) days after the response is due at Step 2. Labor Relations will respond in writing
6 to the grievant or the employee's Union representative within thirty (30) days of receipt.

7 **D. Step 4 - Arbitration**

8 If the grievance has not been answered or resolved at Step 3, the Union
9 may, within thirty (30) days after the expiration of the time limit specified in Step 3, request
10 arbitration by written notice to the County.

11 The Union shall request a list of the names of seven (7) arbitrators from the
12 State of Oregon Employment Relations Board. The Union and the County shall select an
13 arbitrator from the list by mutual agreement. If they are unable to agree on a method, the
14 arbitrator will be chosen by the method of alternate striking of names, the order of striking
15 to be determined by lot. One day shall be allowed for the striking of each name. The final
16 name left on the list shall be the arbitrator. Nothing in this section shall prohibit the Union
17 and the County from agreeing upon a permanent arbitrator or permanent list.

18 The Union and the County agree that no less than five (5) days prior to any
19 scheduled arbitration hearing, they will mutually exchange copies of all exhibits and
20 names of witnesses intended to be offered at the hearing, except the work product of any
21 attorney or authorized representative involved.

22 No less than five (5) days prior to the scheduled arbitration, the Union and
23 the County shall submit to the designated arbitrator a signed stipulation of the issue before
24 the arbitrator. In the event they are unable to stipulate the issue in dispute, each party
25 shall, not later than four (4) days prior to the scheduled arbitration, submit to the arbitrator
26 and the other party a signed statement of the issue that party asserts is in dispute.

27 The arbitrator shall be requested to begin taking evidence and testimony
28 within twenty-five (25) days after submission of the request for arbitration; and the
29 arbitrator shall be requested to issue their decision within thirty (30) days after the
30 conclusion of testimony and argument. The Union and the County hereby vest the
31 arbitrator with authority to compel the attendance of witnesses on behalf of either party

1 by issuance of a subpoena, the cost of which shall be borne by the party requesting the
2 subpoena.

3 The arbitrator's decision shall be final and binding, but the arbitrator shall
4 have no power to alter, modify, amend, add to, or detract from the terms of this
5 Agreement. The arbitrator's decision shall be within the scope and terms of the
6 Agreement and in writing. Any decision of the arbitrator may provide for retroactivity not
7 exceeding sixty (60) days prior to the date the grievance was first filed, and it shall state
8 the effective date of the award.

9 Expenses for the arbitration shall be borne by the losing party. Each party
10 shall be responsible for compensating its own representatives and witnesses. If either
11 party desires a verbatim recording of the proceedings, it may cause such record to be
12 made, on the condition that it pays for the record and makes copies available without
13 charge to the other party and/or the arbitrator.

14 Any time limits specified in the grievance procedure may be waived by
15 mutual consent of the parties. A grievance may be terminated at any time upon receipt of
16 a signed statement from the aggrieved party that the matter has been resolved.

17 **E. Content of Grievances and Responses**

18 The parties agree that it is mutually beneficial if grievances and responses
19 contain adequate explanations of the position of the parties at each step of the process.
20 Failure to do so, however, will not be subject to grievance.

21 **IV. Disciplinary Review Process**

22 **A. Notice of Proposed Discipline**

23 Before imposing discipline of suspension or termination, the County must
24 provide the physician with a written Notice of Proposed Discipline no less than ten (10)
25 days before the date of intended imposition, followed by an opportunity to be heard prior
26 to imposition.

27 **B. Disciplinary Review**

28 **1.** If suspended or terminated, a regular, non-initial trial service
29 Physician or Psychiatrist, or their Union Representative, may appeal the discipline by
30 making a request to the Medical Director within thirty (30) days of the date of imposition
31 of discipline. A regular, non-initial trial service Physician or Psychiatrist who is denied

1 removal of discipline from their file under Article 12 - Personnel File may appeal the denial
2 by making a request to the Medical Director within fifteen (15) days of the date of notice
3 of the denial. The regular, non-initial trial service Physician or Psychiatrist appealing the
4 suspension or termination, or denial of removal of discipline, shall be entitled to
5 representation as set out in Section V. below.

6 **2.** Upon receipt of a request, the Medical Director will convene a
7 mandatory meeting to formally discuss the Disciplinary Action. Unless an exception is
8 agreed to by the Union and the County, the attendees shall include the employee who
9 was disciplined, their Union Representative(s), the Medical Director or their designee, a
10 representative from Health Human Resources, and a representative from Labor Relations
11 in Central Human Resources. The Medical Director or their designee will respond to the
12 Disciplinary Appeal in writing within fifteen (15) days of the mandatory meeting. The Union
13 may appeal the Medical Director's/designee's response to an *ad hoc* Discipline Review
14 Committee by notice to Labor Relations in Central Human Resources within fifteen (15)
15 days after receipt of the response.

16 **3.** Upon receipt of an Appeal of the Disciplinary Action, the Labor
17 Relations Manager or Medical Director will convene and impanel an *ad hoc* Discipline
18 Review Committee. The committee will have five (5) members:

19 **a.** Two (2) MCHD regular, non-initial trial service staff Physicians
20 (other than the individual subject to discipline) selected by the Union,

21 **b.** Two (2) currently or formerly Oregon licensed non-Local 88-
22 2-unit member Physicians (which may include the Medical Director themselves), as
23 selected by the Medical Director, and

24 **c.** One (1) arbitrator, selected from the All-Time Arbitrator Panel
25 List of seven (7) arbitrators that the Union and County mutually agree upon. The Union
26 and the County shall select an arbitrator from the All-Time Arbitrator Panel List by mutual
27 agreement. If the parties are unable to mutually agree on an arbitrator, the arbitrator will
28 be chosen by the method of alternate striking of names from the All-Time Arbitrator Panel
29 List, the order of striking to be determined by lot. One day shall be allowed for the striking
30 of each name. The final name left on the All-Time Arbitrator Panel List shall be the

1 arbitrator. Nothing in this section shall prohibit the Union and the County from agreeing
2 upon a permanent arbitrator.

3 **4.** The Medical Director will inform the panel of:

4 **a.** In the case of imposed discipline, the identified concerns
5 regarding the Physician's performance, and the imposed discipline and rationale for the
6 imposed discipline; and

7 **b.** In the case of denial of a request for removal, the
8 demonstrable relationship to client care.

9 **5.** The Review Committee shall:

10 **a.** Convene an administrative hearing, chaired by the arbitrator
11 selected by the parties, to receive evidence for the purpose of: 1) in the case of imposed
12 discipline, evaluating the Physician's performance in an independent, neutral and
13 objective manner. In doing so, the Review Committee will use the performance
14 expectations set out by the Medical Director, relevant County, department, and program
15 policies and procedures, and other clinical practice-related resources as are relevant and
16 appropriate; and 2) in the case of denial of a request for removal, the relationship of the
17 basis of discipline to client care.

18 **b.** Determine whether: 1) in the case of imposed discipline, the
19 discipline should be upheld, modified, or vacated; and 2) in the case of denial of a request
20 for removal, whether a meaningful relationship to client care has been demonstrated.

21 **c.** The Committee Chair shall articulate in writing the
22 Committee's findings and the rationale for its recommendation.

23 **6.** The decision of the *ad hoc* Review Committee shall be final and
24 binding on the parties. The fees of the arbitrator shall be borne by the losing party, similar
25 to that described in Article 15.III.D.

26 **V. Representation of Employees**

27 **A. The Union as Exclusive Representative**

28 **1.** The Union is the exclusive representative of bargaining unit
29 employees with respect to conditions of employment governed by this Agreement under
30 the State of Oregon Public Employees Collective Bargaining Act.

31 **2.** Attorneys who do not represent the Union or the County may appear

1 at grievance and disciplinary review meetings and hearings only at the mutual consent of
2 the Union and the County.

3 **3.** An employee may file a grievance through Step 3 of the grievance
4 procedure without the assistance of the Union; however, departure from the grievance
5 procedure described herein shall automatically nullify the Union's obligation to process
6 the grievance. Also, whether or not the employee seeks Union assistance, the Union must
7 be given the opportunity to be present when a settlement offer is made, and any
8 settlement must be consistent with the terms of this Agreement.

9 **B. Stewards**

10 **1. Definition and Designation**

11 Employees selected by the Union as employee representatives shall
12 be known as "Stewards." The names of the stewards and the names of other union
13 officers and Council 75 representatives, who may represent employees, shall be certified
14 in writing to the County by the Union.

15 **2. Processing of Grievances by Stewards**

16 **a.** Upon notification to the grievant's supervisor of the name of
17 the grievant and the tentative cause of the grievance, or the name of the subject of a
18 disciplinary investigatory interview, a steward(s) responsible for the grievant's work area
19 may investigate and process grievance(s) at the work site during working hours without
20 loss of pay, or in the case of an investigatory interview, participate in such interview
21 without loss of pay. All efforts will be made to avoid disruptions and interruptions of work.

22 **b.** Employees meeting with their steward to process a grievance
23 will also be permitted to do so without loss of pay during working hours.

24 **c.** A steward may not process a grievance in any other work area
25 than the one to which they are assigned by the Union unless mutually agreed by the
26 Department and the Union.

27 **3. Lead Stewards**

28 There shall be one (1) Lead Steward. When a Lead Steward is
29 unavailable or by mutual agreement between the Union and the Department, the Union
30 may designate a Union officer to act as Lead Steward.

31 **4. Notification**

- 1 The Union shall immediately notify the County of the names of
- 2 Steward and Lead Steward appointments upon their selection.

1 **ARTICLE 16**

2 **MODIFICATION OF WORK PERFORMED**

3 **BY THE BARGAINING UNIT:**

4 **CONTRACTING, INTERGOVERNMENTAL AGREEMENTS**

5

6 **I. Contracting**

7 The County may contract or subcontract out work performed by employees in this
8 bargaining unit regardless of impact on employees, including but not limited to layoff. In any
9 instance in which such contracting or subcontracting would result in layoff, however, and the
10 County is unable to find suitable or comparable alternative employment for the employees,
11 this contracting or subcontracting will occur only if it was anticipated and considered as a
12 part of the budgeting process and the Union Business Representative and/or President has
13 been notified of the specific plan and its probable impact at least thirty (30) days prior to
14 adoption of the annual budget, referred to as the "Adopted Budget", or formal Board
15 consideration of budget modifications.

16 **II. Intergovernmental Agreements**

17 The County agrees to notify the Local 88 Business Agent and/or President when
18 an Intergovernmental agreement which would affect the transfer of employees to or from
19 the County is placed on the Board agenda. The County also agrees to provide Union with
20 a specific plan and its probable impact relative to Intergovernmental Agreements involving
21 employee transfer, when such Agreements are anticipated, at least thirty (30) days prior
22 to formal Board consideration of budget modifications or the Board's adoption of the
23 annual budget related to such a transfer.

24 **III. Rights and Benefits of Employees Involved in Consolidation, Merger, and**
25 **Acquisition of Positions**

26 **A.** The County and the Union recognize the provisions of ORS 236.610
27 through 236.650 in the event an employee of the County is transferred to another public
28 employer as defined under ORS 236.610(2) for reason of merger, consolidation or
29 cooperation agreement.

1 **B.** All employees acquired by the County as a result of merger, consolidation,
2 cooperation agreement, or acquisition of a facility, shall be entitled to all rights and
3 benefits granted employees under this Agreement and ORS 236.610 through 236.650.

1
2 **ARTICLE 17**
3 **SAFETY AND HEALTH**
4

5 **I. Policy Statement**

6 It is agreed that occupational safety and health must be a priority of the County
7 and its employees. Therefore, the County accepts its responsibility to provide safe and
8 accessible workplaces, working conditions, appropriate safety training, tools, equipment,
9 Personal Protective Equipment (PPE) per OAR 437-002-0134, and to establish safe
10 working procedures for its employees. The employee(s) accepts the responsibility to
11 follow all safety rules and participate in required job or task specific safety training
12 provided by the County.

13 **II. Reporting Unsafe Conditions, Injuries, or Accidents, and Employee Rights**
14 **to Refuse Work**

15 **A.** Employees are responsible for reporting recognized hazards, unsafe
16 conditions or practices, and injuries or accidents; the County is responsible for correcting
17 unsafe conditions or practices. Employees are responsible for properly using and caring
18 for facilities, vehicles, equipment, tools, and supplies provided by the County and the
19 County is responsible for safe and proper care of the same. All injuries and accidents
20 shall be reported using the proper electronic form in the County's incident reporting portal
21 (Origami). Administrative Procedure RSK-7 provides employees a reporting mechanism
22 for reporting unsafe conditions or unsafe acts to the County as required by OAR 437-001-
23 0765. The responsible manager shall timely investigate all reports of unsafe conditions or
24 acts and ensure that reports with findings and corrective actions are reported to the safety
25 committee, Risk Management, and Workplace Security Director.

26 **B.** The County and the Union take note of Federal OSHA regulations related
27 to an employee's rights and responsibilities if they are confronted with an assignment that
28 places them in imminent danger.

29 **III. Safety Records and Disclosure to Employees**

30 Employee exposure records (environmental monitoring and Safety Data Sheets),
31 and accident/incident reports, including but not limited to OSHA 300 Logs, shall be made

1 available to the employee and their designated representative. A summary of the OSHA
2 300 Log will be posted prominently in the workplace per OAR 437-001-0700.

3 **IV. Violence in the Workplace**

4 The County is committed to providing its employees with a workplace free of
5 hostility, intimidation, harassment and other unacceptable violent behavior. This includes
6 a work environment supportive of employees who are victims of domestic violence.
7 Employees are expected to report to their managers any workplace violence they
8 experience or observe regardless of its origin. If an employee directly experiences
9 workplace violence, they are expected to also complete the RSK-3 (Workplace
10 Violence/Security Incident) Form. The County is responsible for investigating these
11 reports, taking appropriate and necessary action to maintain a safe work environment. If
12 an employee reports a credible threat of violence to their manager, the manager will
13 immediately report it to the Workplace Security Director and the County will take
14 appropriate measures to ensure enhanced security measures are considered that
15 address safety of employees and the public including but not limited to causing a Risk
16 Assessment to be conducted for the situation. Any Risk Assessment will include
17 actionable loss prevention items and an implementation strategy. The County will
18 promptly report the findings of the Risk Assessment to the reporting employee and to the
19 Union. This may result in exclusions of the offending individuals from County facilities
20 when appropriate and lawful.

21 **V. Staffing**

22 Management has the right to determine staffing and establish any minimum
23 staffing requirements. The County will staff appropriately to provide for the safety of
24 employees, clients and members of the public.

ARTICLE 18
GENERAL PROVISIONS

I. No Discrimination

A. Contractually Prohibited Discrimination

1. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, marital status, race, color, sex, creed, religion, national origin, sexual orientation, political affiliation, gender identity, gender expression, whistleblower status, source of income, or family status. It is further agreed that there will be no discrimination against a person with a disability unless bona fide job-related reasons exist as provided by the Americans with Disabilities Act and rules promulgated under its terms.

2. The Union shall share equally with the County the responsibility for applying the provisions of the Agreement; provided that this responsibility shall be limited to those matters under the Union's influence or control, including but not limited to the behavior of shop Stewards and the contents of Union bulletin boards.

B. Legally Prohibited Discrimination and County Complaint Procedure

The County will maintain a complaint procedure for allegations of discrimination in violation of law.

II. No Prejudicial Harassment

A. Prejudicial Acts Prohibited

1. The County and the Union shall not condone and/or tolerate prejudicial remarks, actions, slurs, and jokes directed at, or expressed, or any other form of microaggression that are offensive to persons with disabilities, racial minority persons, persons having certain religious preferences or sexual orientation, or gender identity, or persons of a certain national origin or certain familial status or source of income.

2. Microaggressions are defined as commonplace and casual verbal, behavioral, or environmental indignities and denigrations, often unintentional or unconscious, that repeat or reaffirm stereotypes and convey negative or derogatory messages based on the recipient's status in a racial minority or other non-dominant culture group.

1 **B. Sexual Harassment Prohibited**

2 No employee(s) shall be subjected to unwelcome sexual advances,
3 requests for sexual favors, or any form of verbal or physical conduct of a sexual nature
4 that is offensive, hostile or intimidating that interferes with the work performance of such
5 employee(s).

6 **III. Changes in Existing Conditions**

7 **A.** For the purpose of this Agreement, the term, "existing working conditions,"
8 means practices impacting mandatory subjects of bargaining which have been:

- 9 1. Clear and consistent;
10 2. Acted upon repetitively over a substantial period of time; and
11 3. Readily ascertainable as mutually accepted by the parties.

12 **B.** Existing working conditions shall be changed only after the Union has been
13 afforded an opportunity to make suggestions and shall not be for arbitrary or capricious
14 reasons.

15 **C.** Disputes regarding the change of existing working conditions shall be
16 resolved through the grievance procedure beginning at Step 3.

17 **D.** No payment of monies made in error, or not authorized by proper authority,
18 shall be considered an existing condition.

19 **IV. Loss of Personal Property**

20 **A. Procedure for Advancing Claims**

21 Employees who suffer a loss of personal property on County premises shall
22 contact the Risk Management Division and provide details of how the loss occurred.
23 Premises, for this purpose, are defined as County facilities and vehicles. The Risk
24 Management Division shall provide the requesting employee with a determination in
25 writing by the County if the insurance coverage is afforded under the County policies. The
26 County will pay claims for which it determines it has legal liability.

27 **B. Exclusion of Personal Vehicles**

28 Personal vehicles are expressly excluded from this provision. Loss or
29 damage to employees' personal vehicles is the sole responsibility of the employee.

1 **V. Transfers**

2 **A.** Vacant bargaining unit positions in the job profile will be posted internally
3 for seven (7) calendar days prior to external recruitment to allow regular status employees
4 to exercise the following transfer right.

5 **B.** Regular status employees shall be entitled to transfer within their specialty,
6 as defined in Article 11.III.A.2.

7 **C.** In the event that two or more employees apply for transfer into the same
8 position, then the employee with the most seniority holds the right of first refusal to the
9 position.

10 **D.** Employees may not transfer to positions under this section unless qualified
11 to perform the duties of that position as described in the position description, such as
12 having the required privileges or the privileges are easily obtained within ninety (90) days.

13 **E.** If no regular status employee bids on the position, then an initial trial service
14 employee is eligible (but not entitled) to transfer, subject to their supervisor's review and
15 approval.

16 **F.** An employee's transfer may be delayed up to ninety (90) days, unless the
17 Physician or Psychiatrist voluntarily agrees to remain in their current position longer.

18 **VI. Minimum Time in Position**

19 Employees will serve a minimum of one (1) year in a position, including initial trial
20 service employees, prior to being considered eligible for a transfer into another position.
21 An employee may request, and transfer to another position before the end of the one-
22 year period, if approved by management.

23 **VII. Notice of Resignation**

24 To help ensure continuous patient care, whenever possible, Physicians and
25 Psychiatrists will give the County ninety (90) calendar days' advance written notice of
26 their resignation.

1 **ARTICLE 19**

2 **SAVINGS CLAUSE AND FUNDING**

3
4 **I. Savings Clause**

5 Should any Article, section, or portion thereof of this Agreement be held unlawful
6 and unenforceable by any court of competent jurisdiction, or any administrative agency
7 having jurisdiction over the subject matter, such decision shall apply only to the specific
8 Article, section, or portion thereof directly specified in the decision. Upon the issuance of
9 any such decision, the parties agree immediately to attempt to negotiate a substitute, if
10 possible, for the invalidated Article, section, or portion thereof. All other portions of this
11 Agreement, and the Agreement as a whole, shall continue without interruption for the term
12 hereof.

13 **II. Funding**

14 The parties recognize that revenue needed to fund the wages, benefits, and
15 budget-related existing conditions provided by the Agreement must be approved annually
16 by established budget procedures. All such wages, benefits, and budget-related existing
17 conditions are, therefore, contingent upon sources of revenue and annual budget
18 approval. The County has no intention of cutting the wages and benefits specified in this
19 Agreement because of budgetary limitations, but cannot and does not guarantee any level
20 of employment in the bargaining unit covered by this Agreement. The County agrees to
21 include in its annual budget request amounts sufficient to fund the wages and benefits
22 provided by this Agreement, but makes no guarantee as to the passage of such budget
23 request pursuant to established budget procedures.

1 **ARTICLE 20**
2 **ENTIRE AGREEMENT**
3

4 The parties acknowledge that during the negotiations which resulted in this
5 Agreement each had the unlimited right and opportunity to make demands and proposals
6 with respect to any subject or matter not removed by law from the area of collective
7 bargaining, and that the understandings and agreements arrived at by the parties after
8 the exercise of that right and opportunity are set forth in this Agreement. This Agreement
9 constitutes the sole and entire existing Agreement between the parties. Except as
10 specifically modified by or treated in this Agreement, all policies, matters, questions and
11 terms affecting unit employees in their employment relationship with the County shall be
12 governed by Article 4, Management Rights, unless such rights are specifically limited by
13 the Multnomah County Code Chapter 9 or its successor and the Personnel Rules. The
14 County and the Union, for the life of the Agreement, each voluntarily and unqualifiedly
15 waives the right, and agrees that the other shall not be obliged, to bargain collectively
16 with respect to any subject or matter referred to or covered by this Agreement, even
17 though such subject or matter may not have been within the knowledge or contemplation
18 of either party or both parties at the time that they negotiated and signed this Agreement.

19 Nothing in this Article shall preclude the parties during the term of this Agreement
20 from voluntarily entering into amendments to the Agreement; nor shall the Union and the
21 County Chair or the Chair's designee(s) for labor relations be precluded from voluntarily
22 entering into Memoranda of Understanding, Interpretation, or Exception concerning
23 matters of contract administration.

ARTICLE 21
TERMINATION

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This Agreement shall be effective upon ratification by the Board of County Commissioners unless otherwise provided herein, and shall remain in full force and effect through the thirtieth (30th) day of June, 2028, subject to reopener exception set forth in Article 8, Section 1.C. This agreement shall be automatically renewed from year-to-year thereafter, unless either party shall notify the other in writing no later than January 31, 2028 that it wishes to modify the contract for any reason. The contract shall remain in full force and effect during the period of negotiations.

IN WITNESS WHEREOF, the Parties hereto have set their hands this 18th
day of December, 2025.

MULTNOMAH COUNTY EMPLOYEES
UNION, LOCAL 88-2, AFSCME, AFL-CIO
Physicians & Psychiatrists Unit

Aliza Akhtar, D.O.
Dr. Aliza Akhtar, DO

JBA
Dr. Jeffrey Barrett, MD, MPH

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MULTNOMAH COUNTY, OREGON

Jessica Vega Pederson
Jessica Vega Pederson, County Chair

Megan Moyer
Megan Moyer, Commissioner

Shannon Singleton
Shannon Singleton, Commissioner

Julia Brim-Edwards
Julia Brim-Edwards, Commissioner

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Vince Jones-Dixon, Commissioner

NEGOTIATED FOR THE UNION BY:

Adam Korst
Adam Korst
Council Representative
AFSCME Council 75

NEGOTIATED FOR THE COUNTY BY:

Elizabeth Calixtro
Elizabeth Calixtro
Interim Labor Relations Director
Department of County Management

REVIEWED BY:

Kathryn A. Short
Kathryn Short, County Attorney

ADDENDUM A
SALARY SCHEDULE

Effective July 1, 2025 Physicians Salary Schedule (2.4% COLA)										
	A	B	C	D	E	F	G	H	I	J
Semi-Monthly	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

Effective July 1, 2025 Psychiatrists Salary Schedule (2.4% COLA)										
	A	B	C	D	E	F	G	H	I	J
Semi-Monthly	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

Effective December 18, 2025 Psychiatrists Salary Schedule (3.4% Market Adjustment)										
	A	B	C	D	E	F	G	H	I	J
Semi-Monthly	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$

ADDENDUM B
DRUG AND ALCOHOL POLICY

I. Drug Free Workplace Act

Multnomah County, in keeping with the provisions of the federal Drug Free Workplace Act of 1988, is committed to establishing and maintaining a workplace, which is free of alcohol and drugs and free of the effects of prohibited alcohol and drug use.

II. Statement of Principle and Notice of Policy

A. The County and the Union jointly recognize that alcohol and drug use by an employee which adversely affects job performance may constitute a serious threat to the health and safety of the public, the employee, and coworkers.

B. The County recognizes that employees are the organization's most valuable resource and is committed to supporting their safety, health, and well-being. Substance Use Disorder (SUD) is recognized as an illness that can be abated through drug screening, education, treatment, and rehabilitation. To that end, employees struggling with drug or alcohol use are encouraged to seek professional assistance and/or County-provided resources (e.g., EAP). All requests for assistance and the results of treatment and counseling shall be kept confidential as reasonably possible.

C. The County is committed to maintaining effective communication in regards to the application of this Article's provisions. As such, the County will convene a labor management committee on an annual basis upon request, to discuss any questions or concerns that may arise during the term of this contract. The terms of this Article shall remain active during such discussion and this section does not constitute a reopener.

III. Alcohol and Drug Policy Work Rules and Discipline

A. Conduct Warranting Discipline

1. While on duty, on County premises, or operating County vehicles employees shall obey the work rules listed in "Section B" below. As with all work rules, violations may result in discipline per the provisions of Article 14, Disciplinary Action.

2. Employees will not be subject to discipline for seeking treatment for alcohol or drug dependency. However, employees will be held fully accountable for their

1 behavior. Seeking treatment will not mitigate discipline for rule violations or other
2 unacceptable conduct caused by such dependency.

3 **B. Work Rules**

4 **1. Possession, Consumption, Solicitation and Distribution of**
5 **Alcohol and Drugs While on Duty**

6 Except when performing authorized job duties or tasks in accordance
7 with the law, management instructions, and the Multnomah County Personnel Rules,
8 employees shall:

9 **a.** Not possess, consume, manufacture, solicit or distribute,
10 cause to be brought, dispense, or sell alcohol or alcohol containers in or to the workplace
11 except when required as part of the job and is legally permissible. An exception will be
12 sealed alcohol containers for gift purposes; managers must be notified when such
13 containers are brought to the workplace. The “workplace” includes vehicles parked on
14 County property.

15 **b.** Not possess, consume, manufacture, solicit or distribute,
16 cause to be brought, dispense, or sell illegal drugs or drug paraphernalia, in or to the
17 workplace except when required as part of the job and is legally permissible.

18 **c.** Not solicit, distribute, dispense or sell prescription
19 medications except when required as part of the job and is legally permissible.

20 **d.** Not possess or consume prescription medications without a
21 valid prescription.

22 **2. Possession, Consumption, Solicitation and Distribution of**
23 **Alcohol and Drugs While Off Duty on County Premises:**

24 Employees shall:

25 **a.** Not use, possess, solicit or distribute illegal drugs.

26 **b.** Not use or distribute alcohol without authorization.

27 **3. Fitness for Duty**

28 Employees shall:

29 **a.** Not report for duty while “under the influence” of alcohol or
30 drugs. An individual is considered to be “under the influence” of alcohol if a breathalyzer
31 test indicates the presence of alcohol at or above the .04% level. An individual is

1 considered to be “under the influence” of drugs when testing indicates the presence of
2 controlled substances at or above the levels applying to CDL holders.

3 **b.** Not render themselves unfit to fully perform work duties
4 because of the use of alcohol or illegal drugs, or because of the inappropriate use of
5 prescription or non-prescription medications.

6 **c.** Comply with legally mandated occupational requirements,
7 whether or not they are specifically included in this policy.

8 **d.** Not be absent from work because of the use of alcohol or
9 illegal drugs, or because of the inappropriate use of prescription or non-prescription
10 medications, except when absent to participate in a bona fide assessment and
11 rehabilitation program while on FMLA and/or OFLA leave.

12 **e.** Inform themselves of the effects of any prescription or non-
13 prescription medications by obtaining information from health care providers,
14 pharmacists, medication packages and brochures, or other authoritative sources in
15 advance of performing work duties.

16 **f.** Notify their manager in advance when their use of prescription
17 or non-prescription medications may impair the employee’s ability to perform the essential
18 functions of their position that will result in a direct threat to others. Employees who drive
19 a motor vehicle as part of their job, whether a County vehicle or their personal vehicle,
20 should report when they are taking any medication that may impair their ability to drive.

21 **4. Cooperation with Policy Administration**

22 Employees shall:

23 **a.** Not interfere with the administration of this Drug and Alcohol
24 Policy. Examples include, but are not limited to, the following: tainting, tampering, or
25 substitution of urine samples; falsifying information regarding the use of prescribed
26 medications or controlled substances; or failure to cooperate with any tests outlined in
27 this policy to determine the presence of drugs or alcohol.

28 **b.** Provide to Human Resources within twenty-four (24) hours of
29 request a current, valid prescription in the employee's name for any drug or medication
30 which the employee alleges gave rise to reasonable suspicion of being under the
31 influence of alcohol or drugs.

1 c. Respond fully and accurately to inquiries from the County's
2 Medical Review Officer (MRO); authorize MRO contact with treating health care providers
3 upon request.

4 d. Complete any assessments or treatment programs required
5 under this Policy.

6 e. Sign a waiver upon request authorizing treatment providers to
7 disclose confidential information necessary to verify successful completion of any
8 assessment or treatment program required under this Policy.

9 f. Disclose promptly (upon the next working day) and fully to
10 their manager:

11 i. All drug or alcohol related arrests, citations,
12 convictions, guilty pleas, no contest pleas or diversions which resulted from conduct
13 which occurred while the employee was on duty, on County property, or in a County
14 vehicle; or

15 ii. Any other violation of laws regulating use of alcohol
16 and controlled substances which adversely affects an employee's ability to perform major
17 job functions, specifically to include loss or limitation of driving privileges when the
18 employee's job is identified as requiring a valid license.

19 **C. Levels of Discipline**

20 1. The level of discipline imposed on regular status employees for
21 violation of the Alcohol and Drug Policy Work Rules above or other violations resulting
22 from the use of alcohol or drugs will be according to the provisions of Article 14,
23 Disciplinary Action.

24 2. Employees will be held fully accountable for their behavior. Use of
25 alcohol or drugs, or alcohol or drug dependency, will not mitigate the discipline imposed
26 for rule violations, misconduct, or poor performance except as specifically provided in the
27 section on last chance agreements below.

28 3. The Parties acknowledge that, all other things being equal, certain
29 duties imply a higher standard of accountability for compliance with the requirements of
30 this policy than others. These duties include, but are not limited to, the following:

31 a. works in the criminal justice system

- b. responsibility for public safety or the safety of co-workers
- c. handling narcotics or other controlled substances
- d. handling hazardous equipment or materials
- e. influencing the behavior of minors

4. In instances in which the County determines that an employee's conduct warrants termination, the County may offer the employee continued employment under the terms of a Last Chance Agreement if there are mitigating circumstances, such as a Substance Use Disorder or other good cause. An example of a Last Chance Agreement is included as an attachment to this Addendum.

a. Any Last Chance Agreement will include but not be limited to, the following:

i. the requirement that the employee enroll, participate in, and successfully complete a treatment program as recommended by the Substance Abuse Professional;

ii. the right for the County to administer any number of unannounced follow up drug or alcohol tests at any time during the work day for a period of two (2) years from completion of any required treatment or education program;

iii. the signatures of the employee's manager, the employee, and the employee's Union representative.

b. The offer of a Last Chance Agreement will not set precedent for the discipline of other employees in the future. Any discipline incorporated in a Last Chance Agreement may not be grieved under the provisions of Article 15, Settlements of Disputes.

D. Mandatory Assessment and Treatment

1. Employees who are disciplined for conduct which is related to the use of alcohol or drugs may be required to undergo assessment and to complete a program of education and/or treatment prescribed by a Substance Abuse Professional selected by the County. Employees who test positive for alcohol or controlled substances may be required to undergo assessment at management's discretion, regardless of whether disciplinary action has been taken or a Last Chance Agreement entered into.

1 **2.** The County will verify employees' attendance, and that the
2 assessment and treatment have been completed. This verification and any other
3 information concerning alcohol and drug dependency will be treated as confidential
4 medical information per applicable state and federal law and County Administrative
5 Procedures.

6 **3.** Policy on the use of leave for assessment and treatment will be the
7 same as for any other illness.

8 **E. Return to Work Testing**

9 Employees who test positive for being "under the influence" of drugs will be
10 required to test negative before returning to work. (Note that Federal law requires CDL
11 holders performing safety-sensitive functions to undergo return to work testing after a
12 positive alcohol or drug test.)

13 **IV. Testing**

14 **A. Basis for Testing**

15 **1.** All employees may be tested:

16 **a.** Where objective and specific observations have been
17 identified by a manager that has successfully completed the County's drug and alcohol
18 training for supervisors and managers to establish reasonable suspicion of being "under
19 the influence" of alcohol or prohibited drugs;

20 **b.** before returning to work after testing positive for being "under
21 the influence" of alcohol or drugs;

22 **c.** as part of a program of unannounced follow-up testing
23 provided for in a Last Chance Agreement.

24 **2.** An employee applying for a different County position will be subject
25 to testing on the same basis, and using the same procedures and methods, as outside
26 applicants.

27 **3.** Consistent with Federal law, employees in safety-sensitive positions,
28 including but not limited to holders of CDL's and Bridge Operators, shall be subject to the
29 testing requirements of federal law, in addition to the requirements herein which apply to
30 all employees. For example, unlike other employees, employees in safety-sensitive

1 positions will be subject to legally required random testing and testing following certain
2 kinds of accidents.

3 **B. Establishing Reasonable Suspicion**

4 **1. Definition**

5 "Reasonable suspicion" is a set of objective and specific
6 observations or facts which lead a manager to suspect that an employee is under the
7 influence of drugs, controlled substances, or alcohol. Examples include, but are not
8 limited to: slurred speech, alcohol on the breath, loss of balance or coordination, dilated
9 or constricted pupils, apparent hallucinations, high absenteeism or a persistent pattern of
10 unexplained absenteeism, erratic work performance, persistent poor judgment, difficulty
11 concentrating, theft from office or from other persons, unexplained absences during office
12 hours, or employee's admission of use of prohibited substances.

13 **2. Manager Training**

14 The County will provide training to all managers on establishing
15 reasonable suspicion and the nature of alcohol and drug dependency. Managers who
16 have not been trained will not have the authority to direct employees to be tested on the
17 basis of reasonable suspicion of being under the influence.

18 **3. Lead Workers**

19 When no manager is immediately present, lead workers who
20 oversee day-to-day work activities are "managers" for the purposes of establishing
21 reasonable suspicion and directing employees to be tested on that basis. This provision
22 applies to lead workers who supervise or act as lead workers as part of their job
23 description, as well as to those who receive premium pay under Addendum B, Lead
24 Worker Assignment and Pay. Lead Workers who have not received the County's drug
25 and alcohol training for supervisors and managers will not have the authority to direct
26 employees to be tested on the basis of reasonable suspicion of being under the influence.

27 **4. Additional Precautions**

28 Application of the "Reasonable Suspicion" standard to any employee
29 in this bargaining unit shall include the following additional precautions:

1 **a.** The manager shall articulate orally a summary of the specific
2 facts which form the basis for believing that the employee is under the influence of drugs
3 or alcohol; and

4 **b.** The manager shall provide upon request within forty-eight
5 (48) hours of the oral determination of "reasonable suspicion" a written specification of
6 the grounds for reasonable suspicion; and

7 **c.** Except in field or shift circumstances which render contact
8 difficult, no manager shall refer an employee for a drug or alcohol test based on
9 "reasonable suspicion" unless the manager has consulted with another manager or
10 managerial person regarding the grounds for the suspicion.

11 **C. Testing Methodology**

12 Testing procedures for all employees will be governed by the same
13 standards as apply to CDL drivers under federal law. These standards include, but are
14 not limited to, those governing sample acquisition, the chain of custody, laboratory
15 selection, testing methods and procedures, and verification of test results.

16 **1. Drug Testing**

17 **a.** Drug tests are conducted using urine specimens. In
18 accordance with CDL standards, the County will contract with a medical doctor trained in
19 toxicology to act as an MRO (Medical Review Officer). In the case of positive tests, the
20 MRO will attempt to contact employees to review preliminary positive test results with
21 employees and any relevant health care providers before the results are reported to the
22 County. Based on the MRO's professional judgment, they may change the preliminary
23 test result to negative. The County will not be able to distinguish a test result that is
24 negative by MRO intervention from any other negative result.

25 **b.** In addition to compliance with federal guidelines, the following
26 safeguards will also be applied:

27 **i.** Test results will be issued by the MRO or the testing
28 laboratory only to the County's Drug and Alcohol Policy Coordinator. The results will be
29 sent by certified mail or hand delivered to the employee within three (3) working days of
30 receipt of results by the County.

1 ii. Appeals. If an employee disagrees with the results of
2 the alcohol or drug test, the employee may request, in writing, within five (5) days of
3 receipt of test results, that the original sample be re-tested at the employee's expense by
4 the testing laboratory. The result of any such retest will be deemed final and binding and
5 not subject to any further test. Failure to make a timely written request for a retest shall
6 be deemed acceptance of the test results. If an employee requests a retest, any
7 disciplinary action shall be stayed pending the results of the re-testing.

8 **2. Alcohol Testing**

9 a. Alcohol tests are conducted using a breathalyzer screening
10 test. Employees who test 0.02 or higher will be required to submit to a confirmation test.
11 Test results will be issued only to the County's Drug and Alcohol Policy Coordinator. The
12 results will be sent by certified mail or hand-delivered to the employee within three (3)
13 working days of receipt of the results by the County.

14 b. Alcohol confirmation tests are considered final, they may not
15 be appealed.

16 3. Test reports are medical records, and will be handled according to
17 applicable state and federal law and County Administrative Procedures which insure the
18 confidentiality of such records.

19 **V. Definitions**

20 **A. Alcohol**

21 Ethyl alcohol and all beverages or liquids containing ethyl alcohol. Levels of
22 alcohol present in the body will be measured using a breathalyzer test.

23 **B. Controlled Substance**

24 All forms of narcotics, depressants, stimulants, analgesics, hallucinogens,
25 and cannabis, as classified in Schedules I V under the Federal Controlled Substances
26 Act (21 USC § 811 812) as modified under ORS 475.035, whose sale, purchase, transfer,
27 use, or possession is prohibited or restricted by law.

28 **C. County**

29 Multnomah County, Oregon.

30 **D. Drug Paraphernalia**

1 Drug paraphernalia means any and all equipment, products, and materials
2 of any kind, as more particularly defined in ORS 475.525(2), which are or can be used in
3 connection with the production, delivery, or use of a controlled substance as that term is
4 defined by ORS 475.005.

5 **E. Drug Test**

6 A laboratory analysis of a urine sample to determine the presence of certain
7 prohibited drugs or their metabolites in the body.

8 **F. Drugs**

9 Controlled substances, designer drugs (drug substances not approved for
10 medical or other use by the U.S. Drug Enforcement Administration or the U.S. Food and
11 Drug Administration), and/or over the counter preparations available without a
12 prescription from a medical doctor that are capable of impairing an employee's mental or
13 physical ability to safely, efficiently, and accurately perform work duties.

14 **G. Medical Review Officer (MRO)**

15 A medical doctor trained in toxicology who contracts with employers
16 primarily to review positive preliminary drug test results with employees. The MRO
17 determines whether or not the results are likely to have been caused by factors other than
18 a substance use disorder.

19 **H. On Duty**

20 The period of time during which an employee is engaged in activities which
21 are compensable as work performed on behalf of the County, or the period of time before
22 or after work when an employee is wearing a uniform, badge, or other insignia provided
23 by the County, or operating a vehicle or equipment which identifies Multnomah County.

24 **I. Prescription Medication:**

25 A medication for which an employee is required by law to have a valid,
26 current prescription.

27 **J. Reasonable Suspicion of Being Under the Influence of Drugs or**
28 **Alcohol**

29 See "Section IV. B. 1. a" above.

30 **K. Substance Abuse Professional (SAP)**

1 A licensed physician, or licensed or certified psychologist, social worker,
2 employee assistance professional, or addiction counselor with knowledge of and clinical
3 experience in the diagnosis and treatment of alcohol and controlled substance-related
4 disorders.

5 **L. Under the Influence of Alcohol**

6 See "Section III. B. 3" above.

7 **M. Under the Influence of Drugs**

8 See "Section III.B.3." above.

9 **VI. Sample Last Chance Agreement**

10
11 **LAST CHANCE AGREEMENT**

12
13 The following agreement is entered into between Multnomah County and the Employee.
14 Failure on the part of the employee to meet the expectations below will result in the
15 termination of their employment with the County.

16
17 1. I agree to be evaluated by a qualified alcohol/substance abuse counselor, and if
18 required, I shall immediately enroll and continue in a bona fide alcohol/drug inpatient or
19 outpatient rehabilitation program approved by the County. I fully understand that should I
20 fail to complete either the inpatient or outpatient program or fail to stay in good standing
21 with the maintenance and/or aftercare program, my employment with the County will be
22 terminated.

23
24 2. I agree to comply with and complete the conditions of my " Treatment Plan", which
25 may include participation in a maintenance or aftercare program as recommended by my
26 treatment counselor. If I must be absent from my aftercare or maintenance program, I
27 must notify the County. The County has my permission to verify my attendance at required
28 meetings. If I do not continue in the aftercare or maintenance program, I understand that
29 my employment will be terminated.

1 3. I understand that the signing of this agreement shall allow the County the right to
2 communicate with my physician and/or counselors regarding my status and progress of
3 rehabilitation and aftercare. I further agree to sign any authorization or release of
4 information necessary to allow for such communication.

5
6 4. I agree to submit to periodic, unannounced, unscheduled drug or alcohol testing
7 (urinalysis and breath test) by the County for a period of twenty-four (24) months from the
8 date I return to work. This time period will increase accordingly if I am absent from work,
9 for any reason, for a cumulative period of one (1) month or more. I understand that if I
10 refuse to take a drug and/or alcohol test or if a test is positive, my employment will be
11 terminated.

12
13 5. I agree to return to work upon successful completion of an alcohol/drug
14 rehabilitation program if my substance abuse counselor requires inpatient treatment. If
15 enrolled in outpatient treatment, I may return when I am substance free and in good
16 standing in my maintenance program, at such time as recommended by my treatment
17 counselor.

18
19 6. It is understood that this agreement constitutes a final warning.

20
21 7. I understand the Employee Assistance Program is available to me should personal
22 problems arise in the future that may have an effect on my ability to remain in compliance
23 with the drug and alcohol policy and/or this agreement.

24
25 8. I realize that violation of the drug and alcohol rules and/or policies at any time in
26 the future is cause for termination without a pre-termination hearing.

27
28 9. I realize that my employment will be terminated if I fail to meet the expectations
29 outlined in this Agreement and the letter attached.

Disciplinary Action

I understand that the disciplinary action imposed in the attached letter may not be grieved under the grievance procedure in the Local 88-2 (Physicians and Psychiatrists Unit) contract.

Personal Commitment

I pledge and agree to abide by the terms of this agreement. I understand that a violation of or noncompliance with any of these terms will result in my being terminated without the right to a pre-termination hearing. Further, I pledge to remain free of all illegal drugs and also not to engage in harmful/inappropriate use of legal drugs (including alcohol). I hereby consent to the County's contacting any treatment or health care provider who may have information on my alcohol or drug dependency condition and/or compliance with the terms of this agreement and authorize the provider to furnish such information to the County.

I understand the terms and conditions of this letter. I also understand that, except as expressly stated in this agreement, my terms and conditions of employment will be determined by the County's policies and rules, and the CBA, and that this agreement does not guarantee me employment for any set period of time. I have had sufficient time to study it away from the workplace and to consult anyone I desire about it. I sign it free of any duress or coercion. This letter will become part of my personnel file.

_____		_____
(Employee)	(Date)	(Managerial Employee with (Date) Disciplinary Authority**)
_____		_____
(Labor Representative)	(Date)	(Employee's Immediate Manager***) (Date)

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(Multnomah County (Date)
Labor Relations, if applicable*)

Footnotes:

- * Necessary only if terms of the Labor Agreement are waived or excepted.
- ** Always necessary.
- *** Optional in cases in which immediate manager does not have termination authority.

1 **ADDENDUM C**

2 **MEMORANDUM OF AGREEMENT - ICS PRIMARY CARE PHYSICIANS FTE FOR**
3 **ALLOTTED INDIRECT PATIENT CARE TIME**

4
5 **I. Parties**

6
7 The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah
8 County, Oregon (hereinafter "County") and Local 88-2 Physicians, of the American
9 Federation of State, County and Municipal Employees, AFL-CIO (hereinafter "Union").

10
11 **II. Background**

12
13 A. Indirect patient care time refers to scheduled time outside of scheduled clinical visits
14 spent coordinating, managing, and planning patient care for the purposes of improving
15 patient outcomes.

16
17 B. Indirect patient care time includes, but is not limited to, charting, phone calls, care
18 coordination, call coverage, attending meetings, supporting quality and metrics
19 initiatives, and managing the electronic health record (EHR).

20
21
22 THEREFORE, the parties mutually agree as follows:

23
24 **III. Terms**

25
26 The following provisions shall only apply to ICS Primary Care Physicians; Article 2,
27 Section X. of the Physicians Collective Bargaining Agreement does not apply to this MOA.

28 A. The County implemented in 2022 a one-time only increase to the FTE for
29 Physicians in ICS Primary Care to add indirect patient care time. The table below
30 reflects indirect patient care time by the respective FTE:

FTE	Direct Patient Care Time	Indirect Patient Care Time (Blocked Time in Epic)
1.00 FTE	35 hrs.	5 hrs.
0.9 FTE	31.5 hrs.	4.5 hrs.
0.8 FTE	28 hrs.	4 hrs.
0.7 FTE	24.5 hrs.	3.5
0.6 FTE	21 hrs.	3 hrs.
N/A0.5 FTE	18 hrs.	2 hrs.

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B. The Continuing Education dollar allowance and hours for ICS Primary Care Physicians will reflect the FTE in accordance with the provisions in Article 7, Section VIII. of the parties' CBA.

C. The ICS Primary Care Physicians salary represents compensation for the entire scope of work, which includes the following expectations:

1. As outlined in the Physician's new hire offer letter, at least one "late" day of clinical patient care per week. A late day is defined as scheduled direct patient care time until 7:00 p.m. or as defined by the health center.
2. Included in the "After Hours" rotation pool and will be available for after hours consultations up to six (6) weeks per year. Physicians who carry pagers for Corrections After Hours/On-Call Service will be compensated in accordance

1 with Article 7, Section IV.C. of the parties' CBA.
2

3 D. Additional shifts (i.e.: additional clinical sessions) scheduled for employees who work
4 under 1.00 FTE, that are direct patient care, shall be compensated as "additional
5 shifts" up to 1.00 FTE at the Physicians regular rate of pay after prior approval from
6 clinic manager. The additional compensation is done through time entry in Workday
7 using the time code "Additional Shift Salaried".
8

9 E. Physicians will "schedule" indirect patient care time in Epic practice management
10 (Cadence) in alignment with existing schedule assignments and processes and shall
11 align with the Workday schedule. The scheduling of indirect patient care time shall be
12 by mutual agreement of the Physician and Site Medical Director.
13

14 F. The County retains the exclusive right to exercise the customary functions of
15 management listed in Article 4 of the parties' CBA, including but not limited to
16 directing the activities of the department, determining the levels of service and
17 methods of operation; determining staffing, establish work schedules, and assign
18 work; and to establish standards for work performance expectations. Management
19 rights, except where abridged by specific provisions of the parties' CBA or general
20 law, are not subject to the grievance procedure.
21

22 G. If the County-needs to make changes to the Physician's FTE that affect the amount
23 of indirect patient care time, the County will provide notice to the Union of the
24 proposed changes, which involve mandatory subjects of bargaining or which impact
25 mandatory subjects of bargaining.
26

27 H. ICS Primary Care Physicians hired after the implementation of this Agreement will be
28 hired at the "FTE" level and the corresponding "Direct Patient Care Time" and
29 "Indirect Patient Care Time".
30

31 I. This MOA shall not be construed as establishing a precedent, practice, or custom,

1 and neither party may raise it as such in any other forum.

2

3 J. Any dispute over the meaning, interpretation, or application of this MOA shall be
4 subject to the grievance procedure set forth in Article 15 of the parties' CBA.

5

6 Agreed to this _____ day of _____,2025.

7

8 For the Union:

For the County:

9

10

11

12

Adam Korst

Elizabeth Calixtro

13

AFSCME Council Representative

Interim Labor Relations Director

ADDENDUM D
MEMORANDUM OF AGREEMENT - CORRECTIONS HEALTH PROVIDER
(PHYSICIANS AND PSYCHIATRISTS) RECRUITMENT AND RETENTION
ADDITIONAL LEAVE PROGRAM

I. Parties

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

II. Background

- A. The parties have an interest in continuing the efforts to address recruitment challenges of Providers in Corrections Health to improve employee retention, sustain safety and quality of care, and ensure adequate staffing.
- B. Corrections Health has experienced challenges in the past in attracting and retaining qualified Providers. Prior to the Corrections Health Provider Recruitment and Retention Program 3-Year Pilot Program, for each person hired, two were lost to resignation or transfer.
- C. Multnomah County’s Primary Care Health Clinics qualify within the Federally Qualified Health Care (hereinafter “FQHC”) system. Providers working in Primary Care Health Clinics qualify for loan repayment programs, but Corrections Health is not included within the FQHC system, and therefore, Corrections Health Providers do not qualify for loan repayment programs.

- D. Recruiting, on-boarding, and training of Providers with high first year attrition rates results in additional costs and affects the morale of remaining staff.
- E. Vacant posts result in extra shifts and mandated overtime, which further negatively affects morale and increases the attrition rate.

THEREFORE, the parties mutually agree as follows:

III. Terms

1. The Corrections Health Provider (Physicians and Psychiatrists) Recruitment and Retention Additional Vacation Leave Program will begin on July 1, 2025 and end on June 30, 2028.
2. Eligibility Criteria: Regular Physicians and Psychiatrists (hereinafter "Providers") assigned to job positions and working at least point five (.5) Full-Time Equivalency (hereinafter "FTE") in Corrections Health.
3. Eligible Providers, as described in Section III.2. above, shall receive the following (measured from July 1, 2025 for Current Employees, and from hire date in Regular status for New Employees):
 - a. First Year of Employment:
 - i. Forty (40) hours of vacation leave upon hire in Corrections Health, prorated by FTE, in accordance with Article 9, Section I, F, 2. (Paid Leave).
 - b. Second Year of Employment
 - i. Forty (40) additional hours of vacation leave, prorated by FTE, upon completion of first (1st) year of continuous regular employment in

Corrections Health and subject to the terms and conditions of Article 9, Section C, D, and G of the CBA.

- c. Third Year of Employment
 - i. Forty (40) additional hours of vacation leave, prorated by FTE, upon completion of second (2nd) year of continuous regular employment in Corrections Health and subject to the terms and conditions of Article 9, Sections C, D, and G of the CBA.
 - d. For accumulated leave of absence exceeding thirty (30) days, the periods in Sections III.3.a., III.3.b., and III.3.c. above will be extended by the entire amount of accumulated leave taken.
4. Current Corrections Health Providers, as described in Section III.2 above, shall receive a one-time additional forty (40) hours of vacation leave (prorated by FTE) in accordance with Article 9, Section I, F. 3. (Paid Leaves).
5. A Corrections Health Provider is only eligible to receive the Additional Vacation Leave Program once in the course of employment with Multnomah County during their lifetime.
6. Any employee who received, or is currently receiving, the Corrections Health Provider Recruitment and Retention Bonus Program will not be eligible for the Corrections Health Provider Recruitment and Retention Additional Vacation Leave Program, or the additional vacation leave under Article 9, Section I.F.3. (Paid Leaves).
7. At the end of the 2025-2028 Physicians and Psychiatrists CBA, the Corrections Health Provider Retention Additional Vacation Leave Program will be evaluated to determine the effect it has had on recruitment and retention.
8. The MOA will expire on June 30, 2028, unless the parties mutually agree to extend the MOA.

ADDENDUM D, MEMORANDUM OF AGREEMENT – CORRECTIONS HEALTH PROVIDER (PHYSICIANS AND PSYCHIATRISTS) RECRUITMENT AND RETENTION ADDITIONAL VACATION LEAVE PROGRAM

9. This MOA shall not be construed as establishing a precedent, practice, or custom, and neither party may raise it as such in any other forum. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to the grievance procedure set forth in Article 15 of the parties' CBA.

For the Union:

For the County:

Adam Korst
AFSCME Council Representative

Elizabeth Calixtro
Interim Labor Relations Director

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