
2014-2016



AGREEMENT

between

Multnomah County, Oregon

and

Multnomah County Employees Union

Local 88-4, AFSCME AFL-CIO

(Physicians Unit)



2014-2016

**AGREEMENT
BETWEEN
MULTNOMAH COUNTY, OREGON
AND
MULTNOMAH COUNTY EMPLOYEES UNION
LOCAL 88-4, AFSCME, AFL-CIO
(Physicians Unit)**



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AGREEMENT
Between
MULTNOMAH COUNTY, OREGON
And
MULTNOMAH COUNTY EMPLOYEES UNION
LOCAL 88-4, AFSCME, AFL-CIO
(Physicians Unit)**

**ARTICLE 1
PREAMBLE**

This Agreement is entered into by Multnomah County, Oregon, hereinafter referred to as the County, and Local 88-4 Physicians Classification, 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.

ARTICLE 2
RECOGNITION

I. Definition of Unit

The County recognizes Local 88-4 (Physician Classification), AFSCME, hereinafter referred to as the "Union", as the sole and exclusive bargaining representative for the purpose of establishing salaries, hours and conditions of employment. The bargaining unit shall be defined as including all employees in the County's Physician classification employed in the Health Department, excluding supervisors, confidential employees, on-call employees and temporary employees. "Supervisor" shall include Clinical Lead Providers.

II. Temporary List

The County shall, on a quarterly basis, provide the Union with a list of temporary Health Department Physicians setting forth their rate of pay duration of employment and such other relevant information as may be reasonably obtained from the County's personnel data base.

III. Certification of Union Officers

The President of Local 88, or his or her constitutional successor, shall provide the County with written certification of the current Union officers and staff responsible for contract administration.

IV. Certification of County Designee

The County Labor Relations Director or designee will provide to the President and/or Business Agent of Local 88 written certification of current designees responsible for Local 88 contract administration.

ARTICLE 3
DEFINITIONS

I. **Full-Time Employee:**

An employee regularly scheduled to work at least 32 hours per week or .8 FTE, or an employee regularly scheduled to work at least 30 or more hours per week or .75 FTE, if on a 10 hour per day schedule.

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

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

III. **Part-Time Employee:**

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

IV. **Regular Employee:**

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

- A. An employee who passed the initial one (1) year probationary period, terminated employment, and has been reinstated.
- B. A non-probationary employee who has been transferred to the County by intergovernmental agreement under ORS 236.610 through 236.650.

V. **Probationary Period:**

An employee serving a one (1) year period of trial service to determine his or her suitability for continued employment, such period to begin on the date of his or her appointment to and commencement of a regular status position. During the period of probation, the employee may be dismissed without recourse to the grievance procedure if, in the opinion of the employee's supervisor, his or her continued service would not be in the best interest of the County.

VI. **Temporary Employee:**

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

VII. On-Call Employee:

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

VIII. Job Share:

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

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

ARTICLE 4
MANAGEMENT RIGHTS

The County shall retain the exclusive right to exercise the customary functions of management including, but not limited to, directing the activities of the department, determining the levels of service and methods of operation including the introduction of new equipment; the right to hire, layoff, transfer and promote; to discipline or discharge for cause as defined in Article 14 - Disciplinary Action , and to determine staffing, establish work schedules, and assign work; to establish standards for work performance expectations; and any other such rights not specifically referred to in this agreement. Management rights, except where abridged by specific provisions of this Agreement or general law, are not subject to the grievance procedure.

ARTICLE 5
UNION SECURITY and CHECK OFF

I. Rights of Bargaining Unit Employees

Employees shall have the right to selforganize, to form, join or assist labor organizations or to refrain therefrom, to bargain collectively through representatives of their own choosing, and there shall be no discrimination exercised against any employee covered by this Agreement because of his or her membership or Union activities.

II. Union Security and Check-off

A. Deduction of Union Dues and Fair Share Service Fees

1. Amount deducted each payroll period

The County agrees to deduct each payroll period from the pay of employees covered by this Agreement as applicable:

a. Union dues

One half (.5) of the current monthly Union membership dues of those Union members who individually request such deductions in writing on the form provided by the Union.

b. Fair share service fee

One half (.5) of a monthly Fair Share Service Fee, payable in lieu of dues by any employee who has not joined the Union within thirty (30) days of initial regular appointment to a bargaining unit position.

2. Administration and use of Fair Share Service Fees

The Fair Share Service Fee shall be applied solely to defraying the cost of negotiations and contract administration. The process for determining the amount of the Fair Share Service Fee deduction, accountancy requirements for funds collected, limitations on the use of such funds, and any requirements for refund, shall all be in accordance with the requirements of state and federal law.

3. Authorization and certification of dues and Fair Share Service Fees

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

4. Religious objections to payment of dues and Fair Share Service Fees

The Union expressly agrees that it will safeguard the rights of nonassociation of employees, based upon bona fide religious tenets or teachings of a church or religious body of which such employee is a member. Any such employee shall pay an amount equal to regular union dues through the Union to a nonreligious charitable organization exempt from taxation under 501(c)(3) of the Internal Revenue Code, or other charitable organization mutually agreed upon by the employee making such payment and the Union. The employee will make payment through the Union on a monthly basis. The Union will forward the payment to the agreed upon charity, and provide the employee with a copy of the forwarding letter.

5. Appointment to excluded positions

Deductions for Fair Share Service Fees and Union dues shall cease beginning with the pay period following an employee's regular appointment to a position which is excluded from the bargaining unit.

6. Monthly listing of new and terminated employees

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

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

b. All bargaining unit members. Such listing shall contain the names of the employees, base pay, date of birth, fulltime/part-time status, number of scheduled

hours, hire dates, work phone number and email address, work location and home mailing address.

c. All bargaining unit members who are fair share. Such listing shall contain the names of the employees, hire dates, work phone number and email address, and work location.

B. AFSCME PEOPLE Deductions

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

C. Defense and Indemnification of the County

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

III. Union Representation

A. Contract Negotiations

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

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

3. Resource people may be called upon to make statements and answer

questions at the negotiating meetings, but will not be permitted to be present after their statement and any questions are concluded. Such attendance for the Union by a bargaining unit employee shall be on the employee's own time unless otherwise mutually agreed.

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

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

B. Grievances and Contract Administration

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

C. Communication with Bargaining Unit Members

1. Bulletin boards

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

2. Use of county computers for E-Mail and internet connections related to Union business

a. County communication systems may be used for Union business involving electronic communications or Internet connections in the following circumstances, but only when such use is also in conformance with the other requirements of this Agreement:

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

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

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

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

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

vi. The Local 88 President or designee may use the County's electronic communication systems for the purpose of communicating with Local 88-4 members. All such communications shall comply with County Personnel Rules. Communications that are sent to employees within a single Department shall be approved by the Department Director or designee prior to distribution. Communications that are distributed to employees in more than one Department shall be approved by the director of Central Human Resources or Labor Relations prior to distribution. Examples of such communications may include, but are not limited to: meeting announcements; Union elections and ratification votes; Union appointments; bargaining updates prior to impasse; seniority lists; and miscellaneous surveys.

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

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

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

- i. Access is approved by the County's Chief Information Officer, and subject to restrictions imposed by him or her; and
- ii. All costs associated with making access available and with maintaining it are borne by the Union.

D. Union Business

There are three forms of Union Business Leave.

1. Union Business Leave (County Paid Time) :

Union Business Leave that is considered County Paid Time includes functions that are considered County/Union joint functions such as negotiations; committees that are joint County/Union committees such as labor/management committees, Benefits Committee, Compensation Committee; duties as a Steward as defined in this agreement and such other Union Business (County Paid Time) that are mutually agreed between the parties. County employees participating in such activities will be allowed to do so without loss of pay.

2. Union Business Leave (Union Reimbursable Time) :

Any bargaining unit member selected by the Union to participate in a Union activity as defined below shall be considered in Union Business Leave (Union Reimbursable Time) status and shall be granted such paid leave not to exceed five (5) working days (pro-rated based on the employee's FTE) per fiscal year, per member. An additional five (5) working days (pro-rated based on the employee's FTE) of paid Union Reimbursable Time leave shall be granted upon request to any elected Union delegate selected to attend official AFL-CIO or other certified AFSCME activities. Additional paid time may be granted by mutual agreement of the parties. No more than one (1) bargaining unit member shall be permitted to be on Union Reimbursable time at the same time without express written approval of the Medical Director.

Union Business (Union Reimbursable Time) addressed in this section would pertain to such activities as contract administration - such as time to cover for staff replacement, time to attend training conferences such as arbitration/grievance training; and time off to prepare for negotiations; Officers/Delegates Duties – such as attending AFSCME International Convention, Oregon AFSCME Council 75 convention, AFL-CIO Convention; Conferences/Other – Women's Convention, appointment to

AFSCME or other Union Board seat or committee; and other mutually agreed activities that would qualify for Union Business (Union Reimbursable Time).

Written notice of such time away from work shall be given to the affected employee's immediate supervisor and to the County Labor Relations Director ten (10) working days in advance. The Union will make every effort to avoid disruptions of work. The Union shall reimburse the County for one hundred percent (100%) of the affected employees salary and fringe benefits (including pro-rata cost of workers compensation premiums, but excluding indirect administration or overhead charges) for straight time spent on Union activities conducted during regularly scheduled working hours. The County shall submit a monthly statement to the Union itemizing the amount of the Union's reimbursement obligation, and may directly withdraw the amount required from a fund maintained with the County. Funds for this purpose shall be drawn from the existing interest-bearing account created under Article 5.III.E.2 of the County's collective bargaining agreement with the Local 88 general unit. If the County incurs liability arising from the activities of a member engaged in Union Business during such reimbursed time, the Union further agrees to reimburse the County for losses caused by such activities, to the extent that such losses are attributable to the acts of the employee receiving continued compensation pursuant to this section. In the event of a dispute over the causation or amount of loss attributable to the actions of Union agents, the parties agree to arbitrate such dispute under unless such arbitration is inconsistent with the provisions of any applicable third-party insurance indemnification agreement, or unless binding arbitration might jeopardize the availability of coverage by a third-party insurer. County employees participating in such activities will be allowed to do so without loss of pay.

3. Union Business (Unpaid) Leave:

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

E. Union Business Leave – Employment Status:

Employees in Union Business Leave County Paid time and Union Reimbursable time shall be treated as in paid leave status regarding accrual of benefits such as vacation, sick leave, Health and Welfare, pension or any other benefit granted employees in paid leave status.

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

F. Visits by Union Representatives

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

IV. Technology, the Union and the Work Place

The use of information technology in the work place will be consistent with federal and state laws, county policies and rules for public records, ethics and conduct of employees, and Multnomah County Personnel Rules, including but not limited to, rules 3-35 Use of Information Technology, 3-36 Social Media, and 3-37 Cellular Devices.

ARTICLE 6
NO STRIKE OR LOCKOUT

I. No Strike

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

II. Crossing of Picket Lines

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

III. Employee Disciplinary Action

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

IV. No Lockout

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

V. Informational Picketing

Nothing in this Article shall be construed to prohibit informational picketing. Such informational picketing shall not stop and/or disrupt work of County employees and officials at anytime, and picketing shall be prohibited in all County owned, rented or leased facilities and County meetings, including but not limited to Multnomah County Board Rooms/ Meetings and County offices.

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

ARTICLE 7
COMPENSATION

I. Salary

A. Salary and Schedule

An employee who reports to work as scheduled and is excused from duty for lack of work, or is specifically directed by his or her supervisor or manager not to report to work, will be paid at his or her regular rate for the hours he or she was scheduled to work.

B. Salary Range for FY 2013-2014

January 1, 2014, employees shall be placed on the salary schedule attached to this agreement and marked Addendum A, at the individual Steps set out in the list attached to this agreement and marked Addendum B. Individuals who are paid at a rate higher than their assigned Step at the time of placement on the schedule shall continue to be granted annual Step placement movement on the salary schedule, and shall be maintained at their present rate of pay until their corresponding Step rate of pay exceeds their present rate of pay.

C. Salary Range for FY 2014-2015

Effective July 1, 2014, the salary range shall be increased by the percentage increase in the CPI-W for Portland Urban Wage Earners and Clerical Workers Index for the second half 2012 to the second half 2013 as reported in February 2014. The minimum percentage increase shall be no less than one percent (1%) and the maximum percentage increase no more than four percent (4%).

D. Salary Range for FY 2015-2016

Effective July 1, 2015, the salary range shall be increased by the percentage increase in the CPI-W for Portland Urban Wage Earners and Clerical Workers Index for the second half 2013 to the second half 2014 as reported in February 2015. The minimum percentage increase shall be no less than one percent (1%) and the maximum percentage increase no more than four percent (4%).

II. Salary Administration

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

B. Placement On Salary Schedule: New employees and rehires may be credited for past work experience, clinical expertise, or advanced education, and placed

in the range at a rate approved by the Central Human Resources Director or his/her designee.

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

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

III. Posting of Work Schedules

Work schedules showing work days and hours of work are posted in EPIC or shall otherwise be made accessible to employees at all times. Management may change work schedules with ten (10) days' notice to affected employees, or with less notice if such notice is voluntarily waived in writing by an employee. Such notice may be made by email.

IV. Premiums

A differential of 5% will be paid to employees assigned on an ongoing basis in correctional facilities.

A differential of two percent (2%) of base rate will be paid to employees who are designated for English translation duties by the Medical Director. Designated employees must meet the proficiency level for interpretation and translation skills, as determined and established by the County.

A differential of 15% will be paid to employees who are required to carry a pager for Corrections After Hours/On-Call Premium as set out in Health Department administrative guidelines.

V. Retirement

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

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

C. The County will "pick up" the employee contribution to PERS and OPSRP as permitted by ORS 238.205 and ORS 238A.225.

VI. Retiree Medical Benefits

A. Right to Participate

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

B. Choice of Plan

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

VII. Transportation Reimbursement

A. Automobile/Mileage

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

B. Bus Pass

County shall provide Tri-met pass for employees who enroll in Bus Pass universal bus pass program as set out in MCPR 4-20.

VIII. Professional Fees and Continuing Education

A. The County shall pay bargaining unit members' Oregon Medical Board Licensure Fees on a pro rated basis based on FTE as of the date of the annual or biennial billing, retroactive to July 1, 2013.

B. The County will provide Two Thousand Dollars (\$2,000) per fiscal year per employee, on a pro rated basis based on FTE, for fees and expenses associated with attending Continuing Medical Education training; unused funds will not be carried over from year to year. Proposed CME training must be pre-approved by the employee's supervisor.

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

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

IX. Temporary Appointments to a Non-Bargaining Unit Classification

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

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

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

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

D. The employee has the right to return to his or her bargaining unit position at the end of the appointment without loss of seniority; and

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

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, not scheduled for three (3), ten (10) hours per day.

2. Medical Benefit Plan Contributions

a. Full-Time Employees

Effective January 1, 2014 each eligible Full-Time active enrolled employee’s monthly contribution for the purchase of medical benefit plan coverage (which includes vision and prescription coverage) will be calculated as a percentage of the total monthly premium by tier as follows:

Full-Time Employees		
Medical Plan	County Contribution	Employee Contribution
Moda Platinum Plan	92.5%	7.5%
Moda Major Medical Plan (no vision)	100%	0%
Kaiser Medical Plan	95%	5%

b. Part-Time Employees

Effective January 1, 2014 each eligible Part-Time active enrolled employee’s monthly contribution for the purchase of a medical benefit plan coverage (which includes vision and prescription coverage) will be calculated as a

percentage of the total monthly premium by tier as follows:

Part-Time Employees		
Medical Plan	County Contribution	Employee Contribution
Moda Platinum Plan	50%	50%
Moda Major Medical Plan (no vision)	100%	0%
Kaiser Medical Plan	62%	38%
Kaiser Maintenance Medical Plan	90%	10%

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 tier as follows:

Full-Time Employees		
Dental Plan	County Contribution	Employee Contribution
Moda Dental Plan	95%	5%
Kaiser Dental Plan	95%	5%

b. **Part-Time Employees**

Part-time employees may receive dental benefits upon payment of fifty percent (50%) of the total monthly dental plan premium by Tier.

Part-Time Employees		
Dental Plan	County Contribution	Employee Contribution
Moda Dental Plan	50%	50%
Kaiser Dental 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 carriers 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 carrier 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 an Employee Benefits Advisory Team (EBAT) with such other County employee bargaining units as 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 Memoranda 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.

C. Health & Welfare Re-opener

Upon ratification of this agreement Article 8 – Health and Welfare shall be reopened for negotiations, including but not limited to plan design changes, the number of plans available, and employee cost sharing. The reopener of Article 8 will be subject to the same rules and bargaining process that pertains to full contract successor negotiations and Article 6 (No Strike-No Lockout) will be suspended as to any Article 8 dispute arising therefrom.

E. Employee Contribution

Employee's contributions will be made through payroll deductions. Enrollment in a County sponsored medical benefit plan coverage and associated

employee contribution is mandatory for employees who do not “Opt Out” of medical benefit plan coverage.

F. Major Medical Plan Rebates

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

G. Opt-Out of Medical Plan Benefits

1. Employees may elect to Opt Out of the County’s medical benefit plan coverage by making that election on their Benefit Enrollment form. Employees making such election must provide proof of other group medical benefit plan coverage in order to make the Opt Out election. Employees will not be eligible to change their election until the County’s official annual open enrollment period, unless the employee experiences an IRS recognized family status change event that would allow a mid-year health plan election change or qualifies for Special Enrollment under HIPAA.

2. Full-Time Employees Who Opt Out

Full-Time employees who Opt Out of benefit plan coverage will receive a reimbursement paid by the County of two-hundred-fifty dollars (\$250) (gross) per month.

3. Part-Time Employees who Opt-Out

Part-Time employees who Opt-Out of medical benefit plan coverage will receive a reimbursement paid by the County of one hundred twenty-five dollars (\$125) (gross) per month.

4. Employees may also elect to decline dental plan coverage through the County. However, there is no reimbursement associated with declining dental coverage and no proof of other dental coverage is required. Employees will not be eligible to change this election until the County’s official annual open enrollment period unless the employee experiences an IRS-recognized family status change event that would allow a mid-year health plan election change or qualifies for Special Enrollment under HIPAA.

H. Successor Plans and Carriers

In the event that any of the current benefit plans become unavailable, the County agrees to provide to affected employees a substitute plan for the same service delivery type, if available, at substantially the same or better benefit levels. If a plan or

carrier is discontinued and no substitute plan is available of the same service delivery type, the employee will be offered the option to enroll in an alternative service delivery plan.

If the County chooses to change from a plan or carrier which is still available, the County agrees that the overall existing level of benefits for each plan will not be reduced.

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

II. Other Benefits

A. Life Insurance

The County agrees to provide each employee covered by this agreement with term life insurance in the amount of one times (1x) their annual salary up to a maximum of fifty thousand dollars (\$50,000). Retirees of Multnomah County with at least ten (10) years of service with the County will be provided with thousand dollars (\$2,000) term life insurance coverage during the period of time they receive pension benefits. Employees will designate their beneficiaries. Employees, at their option, may purchase supplemental term life insurance coverage consistent with carrier contract(s) by payroll deduction. Premiums will vary according to the age of the insured.

B. Disability

1. Short-Term

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

2. Long-Term

a. The County will provide long-term disability insurance to all members of the bargaining unit who are regularly scheduled to work at least half-time. The coverage will be the same as those in the current UNUM group policy available to Multnomah County employees.

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

C. Long Term Care

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

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.

F. New Hires

Full-time employees new to county service receive the equivalent of their entire first year vacation leave accrual upon appointment and commencement of work in

lieu of accruing vacation leave during the first year of employment. Full-time employees newly rehired to county service are also eligible to receive the same benefit during the first year of return to county service as long as they have had at least a two (2) year break in employment with the county. Thereafter, vacation earnings and reporting is as provided in this section. Employees who separate from county service prior to the end of one (1) full year of employment will be paid only for the vacation accumulation to which they would be entitled if it had been accrued.

G. Payoff

After one year of County employment, unused accrued earned vacation time shall be paid to the employee at his or her regular rate of pay at the time of separation for service.

II. Sick Leave

A. Definition and Allowable Use

Sick leave may be used by an employee for the following non-occupational conditions involving the employee or conditions of a member of the employee's immediate household; spouse, parent, or children as defined in the federal Family and Medical Leave Act; parents-in-law, grandparents or grandchildren as defined in the Oregon Family Leave Act (OFLA); the employee's domestic partner as designated in an Affidavit of Domestic Partnership submitted to the Employee Benefits Unit; or the children and parents of such domestic partner.

1. Illness or injury;
2. Quarantine based on non-job related exposure to contagious disease;
3. Medical, dental or employee assistance program appointments; or
4. Family Medical Leave as defined by state, federal law, except that the amount taken by the other parent of the employee's child will not affect the parental leave available to the employee.

B. Accrual

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

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

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

C. New Hires

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

D. Workers' Compensation

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

E. Maximum

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

F. Charging of Sick Leave

Time will be charged to sick leave only for full-day absences from work.

G. Holiday Credit

Each July 1, an employee who has worked the preceding twelve (12) months and who has used no more than twenty (20) hours of sick leave will be credited with one saved holiday. Days will be pro-rated for employees regularly scheduled to work .5 through .99 FTE.

H. Separation from Employment

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

III. Holidays

A. Recognized and Observed Holidays

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

1. Any day declared a holiday by the Board of County Commissioners
2. New Year's Day (January 1st)
3. Dr. Rev. Martin Luther King, Jr.'s birthday (3rd Monday in January)
4. President's Day (3rd Monday in February)
5. Memorial Day (last Monday in May)

6. Independence Day (July 4)
7. Labor Day (1st Monday in September)
8. Veteran's Day (November 11)
9. Thanksgiving Day (4th Thursday in November)
10. Eight (8) hours to be used as a floating holiday during the fiscal year provided the employee gives two (2) weeks' notice and has the consent of the employee's supervisor. If the supervisor determines the holiday usage requested is impracticable, the employee shall be credited with eight (8) hours of Saved Holiday time, subject to requirements of Section F below. If an employee who works more than eight (8) hours per day takes a full day's absence, the balance of the day may be charged to accrued vacation leave.

The eight (8) hours of leave shall be prorated for part-time employee based on their normal FTE.

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

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

B. Holiday Observance

1. Five (5) Day Work Week

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

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

2. Four (4) Day Work Week

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

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

3. Part-time employees, and full-time employees on an irregular schedule.

The holidays designated above are the observed holidays if they fall on an employee's regular workday. Employees will be credited with saved holiday time for the holiday leave to which they would have been entitled if the holiday does not fall on a regular workday.

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

C. Part-time employees are entitled to paid leave on observed holidays on a pro rata basis.

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

E. Supervisors are authorized to adjust holiday schedules for employees on flexible working schedules.

F. Any saved holiday time not used by the end of the fiscal year in which it was accrued is forfeited. The saved holiday time usage is subject to the same rules as vacation leave, except that employees who separate from county employment will not be paid for accumulated saved or personal holiday leave.

IV. Recognition Leave

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

V. Jury Duty

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

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

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 state law, will not interrupt continued employment for service credit for retirement vesting unless the employee's doctor, the Oregon Workers' Compensation Division or the employee's attending physician 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 last occupied.

III. Supplemental Benefits

A. The County will supplement 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 workers' compensation payments, will provide disabled employees with the equivalent of one hundred percent (100%) of their net takehome pay (as calculated under workers' compensation regulations).

B. The County will make retirement contributions, based upon the gross dollar amount of supplemental benefits paid, throughout the period that the employee receives time loss 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 pay is payable while the injured worker is receiving temporary total disability time loss payments and will end when the worker has a light duty or limited duty release to return to work, and such duty work is available to the injured worker. Such supplemental benefits will continue for 640 hours or for the number of hours of sick leave the employee has accrued, whichever is higher. An employee's sick leave accrual is not, however, used to pay for supplemental benefits provided by the County.

E. Supplemental benefits will be paid on the injured workers' regular payday.

IV. Wages

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

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

V. Denied Claims

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

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

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

1. Reimbursement of any premiums paid to the County for medical/dental benefits, and
2. Any other supplemental benefits .

VI. Benefits

The County will continue contributions toward medical and dental benefits for the employee and dependent from the first day of occupational disability, throughout the period the employee receives supplemental benefits.

VII. Borrowing of Sick Leave

Nothing in this Article may be construed to permit borrowing of sick leave not 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 Physician classification; 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

A. Seniority at contract signing

Seniority from the signing date of this agreement shall be in accordance with the seniority list in Addendum C, which by this reference is incorporated herein.

B. Seniority for time served subsequent to contract signing

Seniority for time served subsequent to the signing of this agreement 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.

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 classification will count if the employee was transferred to Multnomah County pursuant to ORS 236.610 through 236.650.

6. Time spent in 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.

7. Seniority shall be forfeited by discharge for cause, voluntary termination, or, after layoff, by removal from all recall lists pursuant to "Section IV" of this

article, transfer or promotion out of the bargaining unit.

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

III. Layoff

A. Employees Affected

1. Should the County find it necessary to reduce the number of Physicians through layoff, the County will identify the clinic and specialty area from which the layoff shall be made and the Physician at that clinic in the specialty area of the position being eliminated with the lowest length of service will be affected.

2. Specialty areas shall be defined as: Family Practice, HIV, Internal Medicine, OB/GYN, Women's Health and Pediatrics

B. Layoff Rules

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

C. Reassignment of Employees During a Layoff

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

2. Layoff

D. Non-Regular Employees During a Layoff

1. Temporary, non-regular probationary, and other employees who do not have regular status and who are occupying budgeted positions will be terminated before employees with regular status are affected by layoff. Employees without status that are terminated will not be placed on recall lists and do not have bumping rights.

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

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

1. Employee notification

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

2. Use of positions during the layoff process

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

3. Return from family medical leave without pay

After a layoff process affecting the employee's classification has occurred, employees who are on Family Medical Leave without pay immediately prior to returning to work will return to the position formerly held, and the employee occupying that position will be reassigned according to seniority pursuant to this article.

4. Return from other leave without pay

After a layoff process has occurred, employees not on Family Medical Leave without pay immediately prior to returning to work will be reassigned according to seniority pursuant to this article.

5. Recalculation of seniority after leave of absence without pay

All employees on leave of absence without pay that exceeds thirty (30) days will have their seniority recalculated upon their return from leave so that none of the time on the leave of absence without pay counts toward seniority per Section II.B. 3 of this article.

IV. Bumping

A. Bumping Definition

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

B. The Bumping Process

1. Vacancies that are created and approved by the Board of County

Commissioners to be effective the day following the layoff date shall be treated as vacancies available during a layoff process.

2. Reassignment of employees to vacant positions within their specialty area, if available, will always take precedence over their bumping another employee; where multiple vacancies within the Physician's specialty area are available, the County will reassign the employee to one.

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

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

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

V. Notice and Recall List

A. Employees who are subject to reassignment or layoff pursuant to the provisions of this article shall receive a notice in writing at least fifteen (15) days prior to such action. The notice shall state the reason for the action and shall further state that the action does not reflect discredit on the employee. The Union will be provided a copy of the notice.

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

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

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

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

C. Employees will remain on a recall list for twenty-four (24) months from the date of placement on the list. Within that time period, employees will be removed from the recall list only under the following circumstances:

1. Upon written request of the employee; or
2. Upon their retirement; or
3. Upon acceptance of permanent recall from the list; or
4. Upon declining an offer of permanent recall; or
5. Upon the employee's failure to respond to a certified letter sent to the employee's last known address within fourteen (14) days of mailing;
6. Disciplinary termination for cause; or
7. Failure to maintain Oregon licensure and Board eligibility or certification.

D. Employees who are laid off and are on recall list(s) and return to permanent County employment for any reason will be treated as if they have been on a leave of absence without pay for the purpose of computing seniority.

VI. **Recall**

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

B. Failure to recall an employee, except as provided above, will be deemed a dismissal of that employee for cause and will be reviewed and processed according to the provisions of Article 14, Disciplinary Action.

VII. **Seniority Application**

A. The above terms for determination of seniority shall apply not only to the layoff process, but also to other situations in which seniority is applied, including total

service for the purpose of vacation accrual rates.

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

C. The County agrees to make available to the Union upon request copies of any personnel list the County maintains regarding seniority or classification changes.

VIII. Posting Process

A. Seniority List Posting

County agrees to maintain up to date seniority list posted at all time. Updated list will be mailed to the Union.

B. Seniority List Appeal Process: Errors on new lists

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

IX. Seniority of and Bumping by Exempt Employees

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

B. Only time served in the Physician Bargaining Unit shall 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 Health Department Human Resources Office.

II. Access to Personnel File Materials

A. An employee or his or her representative, with the written consent of the employee, may inspect that employee’s personnel file. Upon written request, an employee or his or her 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

An employee may request to have removed from his or her 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 patient care, the letter shall be removed and shall not be considered in any subsequent disciplinary action.

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 his or her request if the subject of the discipline is not demonstrably related to patient care. If removed, the letter shall not be considered in any subsequent disciplinary action.

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. For the purpose of this subsection “letter” includes all attachments. Disciplinary actions which are eligible

for removal under this provision but have not yet been removed will not be considered in any subsequent disciplinary action.

ARTICLE 13
EMPLOYMENT RELATIONS COMMITTEE

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

The PERC will establish regular quarterly meetings during normal working hours and will schedule such meetings insofar as practical to avoid disruptions and interruptions of work. The committee may discuss any matter pertinent to maintaining good employer-employee relations. Each party will attempt to give the other reasonable advance notice, insofar as practical, of the agenda items it wishes to discuss at the next meeting. The parties’ first meeting shall occur within sixty (60) days following signing of this agreement by both parties.

ARTICLE 14
DISCIPLINARY ACTION

I. Forms of Discipline for Cause and Notice Requirements

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

II. Definition of Cause

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

III. Appeal Rights

A. Written Reprimand

Any regular, nonprobationary employee who is reprimanded in writing shall have the right to appeal the reprimand to the Medical Director.

B. Reduction in Pay, Suspension, or Dismissal

Any regular, nonprobationary employee for whom reduction in pay, suspension, or dismissal is proposed shall have the right to request review of the proposed discipline within fifteen (15) days of receipt of the letter imposing disciplinary action as set out in Article 15 – Settlement of Disputes, IV. Disciplinary Review Process. The employee shall submit the request either to the supervisor who imposed the discipline or directly to the Medical Director.

C. Other

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

IV. Manner of Accomplishing Reprimands

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

V. No Abridgement of Rights

Nothing in this contract shall be construed to abridge any employee's constitutional or civil rights. Employees have the right to Union representation. If the employee so desires, he or she 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 his or her union representative submits a written statement of the grievance at the 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
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 fifteen (15) days of the alleged violation of the contract, or within fifteen (15) days of the date on which either the grievant or his or her 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 15th 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 15th and/or final day will be considered the next business day immediately following the weekend or holiday.

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

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

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

A. Step 1. The Immediate Supervisor:

Grievances submitted at Step 1 will be filed with the grievant's Clinical Lead Provider (CLP). The grievant's CLP, or other manager or supervisor appointed by the department, will respond in writing to the grievant or his or her Union representative within fifteen (15) days of receipt.

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

B. Step 2. The Department Director:

Grievances submitted at Step 2 and grievances unresolved at Step 1 may be presented by the grievant or his or her Union representative to the department director or his or her designee. Unresolved grievances must be submitted within fifteen (15) days after the response is due at Step 1. The department director will respond in writing to the grievant or his or her Union representative within fifteen (15) days of receipt.

C. Step 3. Labor Relations:

Grievances submitted at Step 3 and grievances unresolved at Step 2 may

be presented by the grievant or his or her Union representative to the Labor Relations Manager or his or her designee. Unresolved grievances must be submitted within fifteen (15) days after the response is due at Step 2. Labor Relations will respond in writing to the grievant or his or her Union representative within fifteen (15) days of receipt.

D. Step 4. Arbitration:

If the grievance has not been answered or resolved at Step 3, the Union may, within fifteen (15) days after the expiration of the time limit specified in Step 3, request arbitration by written notice to the County.

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

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

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

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

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

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

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

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

E. Content of Grievances and Responses

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

IV. Disciplinary Review Process

A. Notice of Proposed Discipline

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

B. Disciplinary Review

1. A regular, nonprobationary physician being suspended or terminated may appeal the discipline by making a request to the Medical Director within fifteen (15) days of the date of imposition of discipline. A regular, non-probationary physician who is denied removal of discipline from his or her file under Article 12 - Personnel File may appeal the denial by making a request to the Medical Director within

fifteen (15) days of the date of notice of the denial. The physician appealing the suspension or termination, or denial of removal of discipline, shall be entitled to representation as set out in Section V. below.

2. Upon receipt of the request, the Medical Director will convene and impanel an ad hoc Review Committee. The committee will have five members:

- a.** Two MCHD staff physicians identified by the bargaining unit,
- b.** Two MCHD leadership physicians (e.g., Clinical Lead Providers - CLPs), and
- c.** One generalist or specialist community physician with a clinical practice that is relevant to the clinical performance of the physician for whom discipline has been proposed, nominated by the Medical Director subject to approval by a majority of the impaneled MCHD staff and leadership physicians.

3. The Medical Director will inform the panel of: 1) in the case of imposed discipline the identified concerns regarding the physician's performance, and the proposed discipline and rationale for the proposed discipline; and 2) in the case of denial of a request for removal, the demonstrable relationship to patient care.

4. The Review Committee shall:

a. Convene an administrative hearing to receive evidence for the purpose of: 1) in the case of imposed discipline, evaluating the physician's performance in an independent, neutral and objective manner. In doing so, the Review Committee will use the performance expectations set out by the Medical Director, relevant County policies and procedures, and other clinical practice-related resources as are relevant and appropriate; and 2) in the case of denial of a request for removal, the relationship of the basis of discipline to patient care.

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

c. Articulate its findings and the rationale for its recommendation.

5. Either party may appeal the Ad Hoc Review Committee's recommendation by notice to the other party within fifteen (15) days of issuance.

Review of the Committee's process and determination shall be conducted by a mutually recognized Peer Review Organization, and the scope of review shall be de novo.

V. Representation of Employees

A. The Union as Exclusive Representative

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

2. Attorneys who do not represent the Union or the County may appear at grievance and disciplinary review meetings and hearings only at the mutual consent of the Union and the County.

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

B. Stewards

1. Definition and designation

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

2. Processing of grievances by stewards

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

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

c. A steward may not process a grievance in any other work area than the one to which he or she is assigned by the Union unless mutually agreed by the Department and the Union.

3. Chief stewards

There shall be one (1) Chief Steward. When there is no steward assigned to the grievant's work area, the regular steward is unavailable, or by mutual agreement between the Union and the Department, the assigned chief steward may process a grievance. When a chief steward is unavailable or by mutual agreement between the Union and the Department, the Union may designate a Union officer to act as chief steward.

4. Notification

The Union shall immediately notify the County of the names of Steward and Chief Steward appointments upon their selection.

ARTICLE 16
MODIFICATION OF WORK PERFORMED
BY THE BARGAINING UNIT:
CONTRACTING, INTERGOVERNMENTAL AGREEMENTS

I. Contracting -

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

II. Intergovernmental Agreements

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

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

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

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

ARTICLE 17
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, 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

The County and the Union shall not condone and/or tolerate prejudicial remarks, actions, slurs, and jokes directed at, or expressed 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.

B. Sexual Harassment Prohibited

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

III. Changes in Existing Conditions

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

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

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

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

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

IV. Loss of Personal Property

A. Procedure for Advancing Claims

Employees who suffer a loss of personal property on County premises shall be provided a claims form by the Risk Management Division upon request. Premises, for this purpose, are defined as County facilities and vehicles. The Risk Management Division shall provide the requesting employee with a determination in writing by the County of the legal liability the County may have in the matter. The County will pay claims for which it determines it has legal liability.

B. Exclusion of Personal Vehicles

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

ARTICLE 18
SAVINGS CLAUSE AND FUNDING

1. Savings Clause

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

2. Funding

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

ARTICLE 19
ENTIRE AGREEMENT

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

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

ARTICLE 20
TERMINATION

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, 2016, subject to reopener exception set forth in Article 8, Section 1.C. This agreement shall be automatically renewed from yeartoyear thereafter, unless either party shall notify the other in writing no later than January 31, 2016 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 _____ day of _____, 2014.

MULTNOMAH COUNTY EMPLOYEES UNION, LOCAL 88-4, AFSCME. AFL-CIO (Physicians Unit)

MULTNOMAH COUNTY, OREGON

Dr. Teresa Everson

Marissa Madrigal, Acting County Chair

Dr. Karen Erde

Liesl Wendt, Commissioner

Dr. Wayne Englander

Loretta Smith, Commissioner

Judy Shiprack, Commissioner

Diane McKeel, Commissioner

NEGOTIATED FOR THE UNION BY:

NEGOTIATED FOR THE COUNTY BY:

Bryan Lally
Council Representative
AFSCME Council 75

Steven E. Herron
Labor Relations Manager
Department of County Management

REVIEWED:

Jenny Madkour, County Attorney
For Multnomah County, Oregon:

By: Kathryn A. Short
Assistant County Attorney

ADDENDUM A
SALARY SCHEDULE
(Effective 1/1/2014)

	A	B	C	D	E	F	G	H	I
Semi-monthly	6,286.96	6,475.57	6,669.84	6,869.93	7,076.03	7,288.31	7,506.96	7,732.17	7,964.13

Above semi-monthly rates are based on 1.0 FTE. Rates are prorated for positions that are less than 1.0 FTE.

ADDENDUM B
STEP PLACEMENT OF BARGAINING UNIT MEMBERS
(Effective 1/1/2014)

Employee	Step on Schedule
Becher, Judith C	E
Botwinick, Ora N	G
Chan, Yuen	G
DenOuden, Paul W	F
Eisenberg, Joseph M	B
Englander, Wayne D	F
Erde, Karen M	E
Ersson, Ole	F
Everson, Teresa A	C
Henriques, Robert W	F
Jackson, Steven C	F
Kelly, Kim M	C
Krause, Valerie A	E
Martin, John	A
Meadows, Mary E	D
Michels, William L	E
Nordeen, Jenny M	B
Pierce, David A	E
Radcliffe, Carla C	F
Sullivan, Lisa C	E
Togamae, Ishmael	A
Toledo, Guadalupe	E
Wheeler, Kristin M	F

Wu, Karyee	D
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ADDENDUM C
SENIORITY LIST FOR BARGAINING UNIT MEMBERS
AS OF 1/16/2014

Seniority Order	Employee Name	Class Seniority
1	Chan, Yuen	07/09/90
2	Botwinick, Ora N	08/20/92
3	Wheeler, Kristin M	07/01/98
4	Ersson, Ole	04/20/99
5	Englander, Wayne D	07/26/99
6	Radcliffe, Carla C	08/01/00
7	Becher, Judith C	08/30/01
8	Toledo, Guadalupe	04/23/03
9	Krause, Valerie A	12/20/05
10	Jackson, Steven C	02/15/06
11	Henriques, Robert W	08/18/08
12	Kelly, Kim M	07/01/09
13	Everson, Teresa A	08/17/09
14	DenOuden, Paul W	06/01/10
15	Wu, Karyee	08/03/10
16	Meadows, Mary E	08/16/10
17	Eisenberg, Joseph M	08/29/11
18	Erde, Karen M	09/30/11
19	Michels, William L	07/02/12
20	Pierce, David A	07/09/12
21	Nordeen, Jenny M	11/01/12
22	Sullivan, Lisa C	11/13/12
23	Togamae, Ishmael	07/18/13
24	Martin, John T	10/01/13

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