

Article #	Subject/Title	Union Proposal/Position	Management Proposal/Position
2	Definitions	<ul style="list-style-type: none"> • Reduce probation/trial service to 6 months, 9 months for PT. • Severance pay if not evaluated timely during probation process 	Trial service can only be extended if absent 45 days (previously 3 months)
7	Holidays	<ul style="list-style-type: none"> • Employees on 4-9-4 schedule get 9 hours of holiday. • Notice of new schedule requirements in Article 13. • Cash out of saved holiday 	Waiting for Counter-proposal
8	Vacation	Same vacation accrual rate and caps as management	Not Supportive
9	Sick Leave	<ul style="list-style-type: none"> • Use of leave for family broadened with the definition of family to include any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. • Parental leave - Leave in event of still birth 	<ul style="list-style-type: none"> • In judgement of HR director, sick leave may be granted to cultural equiv of immediate family - one year trial. • Eliminate saved holiday for low sick leave usage. • County believes parental leave covers these scenarios • Employer paid Short Term Disability policy

10	Other Leaves	<ul style="list-style-type: none"> • Bereavement leave - Use of leave for family broadened with the definition of family to include any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship. • Immigration leave – may use sick leave days. • Crime Victim Leave – up to 5 days paid • Inclement weather - when County doesn't close initially, employee can use vacation if SD is closed then admin leave 	<ul style="list-style-type: none"> • Bereavement Leave - In judgement of HR director, leave may be granted to cultural equiv of immediate family - one year trial. • Immigration Leave - employees may use up 40 hours of sick leave - one year trial • Not supportive – County believes employees receive paid leave for crime victim purposes • Waiting for a proposal
11	Health & Welfare	<p>Status quo</p> <p>Will be proposing improvements to the methodology for applying premium reduction for part-time employees who work additional hours.</p>	<p>In 2019</p> <ul style="list-style-type: none"> • Increase FT employee premium share: KP - to 7% Moda - to 7% PT employees status quo except \$20 for Moda major medical. • Increase all Dental premium shares to 7%. Medical and Dental Plan design changes. • Re-opener on insurance Jan. 1, 2019. • Wellness benefit If you participate (Requires comprehensive exam by your primary care provider and risk assessment) – Wellness subsidy \$240 annually for qualifying use (i.e. gym membership), \$240 annually in insurance premium reductions.
12	Workers Comp	Paid leave for employee seeking treatment for compensable claim when not receiving time loss benefits	Not supportive

13	Work Schedules	<ul style="list-style-type: none"> Alternative schedules - Clear criteria for approving and grievable. Telework - clear criteria for approving and grievable. 	Not supportive
14	Compensation	<ul style="list-style-type: none"> 2017 2.2% or \$0.60 whichever is greater. Year 2018 & 2019: CPI-W, Max 4% & Min 2%. Floor of \$0.60. Increase County minimum wage. Rules posted regarding OT distribution. Clarify definition of 2nd & 3rd day of rest for double time purposes Double time for Mandatory OT. Increase shift differentials by \$0.50 & Relief shift diff by \$1.00. Bilingual diff caused by assignment not management discretion. Cultural KSA diff of 4%. Corrections diff of 5%. Essential employee diff of 2.5%. Reimbursement for licenses and certifications up \$500 biennially. 	Waiting for counter proposal
15	Classification	Employee doesn't have to be performing the major distinguishing duties, just duties regularly assigned to higher class 30% of the time	Waiting for counter proposal
16	Pension	<ul style="list-style-type: none"> 6% pick-up in exchange for 6.95% wage increase. Service for 3/4 employees prorated for retiree insurance 	Waiting for counter proposal
18	Grievances	<ul style="list-style-type: none"> 30 days to file initial grievance 	<ul style="list-style-type: none"> 30 days to file initial grievance. Requirement to state specifically how alleged facts violated the contract. Arbitrator may only consider alleged violations that were identified and explained by Step 3

19	Contracting Out	<ul style="list-style-type: none"> • \$15.33 minimum wage for contractors. • Inclusion of reference to ORS 279B.030 to 040 Feasibility Study 	
21	Seniority and Layoff	<ul style="list-style-type: none"> • With exception of cultural or bilingual KSAs, KSA can't be added to position description unless position is vacant or substantial change in duties leads to changes in minimum qualifications • Management with Local 88 seniority may not bump current members in the event of a layoff. 	<ul style="list-style-type: none"> • KSA deadline with Chairs' budget. • Management with Local 88 seniority may not bump current members in the event of a layoff.
22	Shift & Work Assignment	<ul style="list-style-type: none"> • Transfer rights within a classification - by department and not work unit. <p>Fairness and transparency in hiring and promotion process:</p> <ul style="list-style-type: none"> • Paid release time for members to participate in hiring panels • Right of hiring panel to question rationale of final decision by hiring manager • Annual reports about the composition of hiring panels 	<ul style="list-style-type: none"> • Not supportive • No response yet
24	General Provisions	<ul style="list-style-type: none"> • Microaggression free work place with dispute resolution process leading to Board of Adjustment. • Reimbursement for damage from bed bugs if exposed on duty 	<ul style="list-style-type: none"> • Not supportive • No response yet
Addm B	Lead Worker	<ul style="list-style-type: none"> • Assignments posted at minimum every 3 years. • Right to bargain again 1 year after creation of lead premium for a new class 	<ul style="list-style-type: none"> • Assignments posted at minimum every 3 years. • Current leads grandfathered in at the current rates. New leads 5% across-the-board

Addm C	Premium Pay & Special Provisions	<ul style="list-style-type: none">• Increase boot allowance to \$300 and use for clothes.• Clothing allowance of \$150 for Animal Care Techs and Aides• Convert Vactor Truck diff from \$0.50 to 2.5%	<ul style="list-style-type: none">• Increase boot allowance to \$300 but clothing continues to not be reimbursable.• Boot allowance of \$50 for Animal Care Techs and Aides and County will provide work pants
Addm D	Emergency Conditions	Placeholder	
Addm F	Library	<ul style="list-style-type: none">• Increase shift diff by \$0.50.• Eliminate extension of transfer trial service.• Include Clerks in PIC pay and increase to 15%	
MOA	Mentor Program for New Hires	Pilot program for mentoring new employees, requires training and differential.	