

Article #	Subject/Title	Union Proposal/Position	Management Proposal/Position
2	Definitions	<ul style="list-style-type: none"> • Reduce probation/trial service to 6 months <u>with exception of classifications that management and the union have agreed upon require additional training/evaluation – 12 months.</u> • Trial service can only be extended if absent 45 days (previously 3 months) • 2 weeks severance pay if a 12 month trial service employee is terminated and did not receive at least two evaluations 60 days apart 	<ul style="list-style-type: none"> • Status quo on the length of the trial service period – 12 months • Trial service can only be extended if absent 45 days (previously 3 months) • 2 weeks severance pay if a 12 month trial service employee is terminated and did not receive at least two evaluations 60 days apart
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 A.13. • Cash out of saved holiday <u>if an employee has been denied the use of a saved holiday during the last fiscal year</u> 	<ul style="list-style-type: none"> • Employees on 4-9-4 schedule get 9 hours of holiday. • No cash out of saved holidays
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. – this provision has been deemed unlawful • Employer paid STD policy • County believes that an employee who has experienced a still birth is covered under the parental leave policy.

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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 School District 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 – Under the Domestic violence law employees may utilize sick, vacation and other leaves • Waiting for a counter proposal
11	Health & Welfare	See Below	
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%. 	<ul style="list-style-type: none"> • 2017 2.2% • 2018 & 2019: CPI, Max of 4% & Min of 1%. • Willing to consider if the rule is specific to units with regular OT • 2nd & 3rd day of rest follow in order from beginning of FLSA work week • Not supportive of mandatory OT proposal • Increase all shift differentials and relief diff by \$0.25. • No counter proposal but not hostile to the concerns raised • Cultural KSA diff of 4%

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		<ul style="list-style-type: none"> • Corrections diff of 5%. • Essential employee diff of 2.5% for all hours worked. • Reimbursement for required licenses and certifications up \$500 biennially. Reimbursement for employees that aren't required but to have license if employee is able to bill insurance at higher rate 	<ul style="list-style-type: none"> • Not supportive of Corrections diff proposal • Essential employee diff of 5% for all hours worked in an inclement weather event when a majority of bargaining unit members have been released from work on ALO1. • Reimbursement for required licenses and certifications up \$500 biennially. Prorated based on FTE.
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 	<ul style="list-style-type: none"> • No 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.

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22	Shift & Work Assignment	<ul style="list-style-type: none"> • Transfer rights within a classification - by department and not work unit. • Fairness and transparency in hiring and promotion process: <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 • “Committed to working on these issues but not willing to include in CBA”
24	General Provisions	<ul style="list-style-type: none"> • Micro-aggression 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"> • Micro-aggression included in the list of prohibited conduct. Peer trauma support team, mediation available. • 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 • Convert Vactor Truck diff from \$0.50 to 2.5%
Addm D	Emergency Conditions	Place holder	
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% 	<ul style="list-style-type: none"> • Increase shift diff by \$0.25
Addm J	School Based Employees		Place holder – clarification of annual assignments bidding for MHC’s
MOA	Mentor Program for New Hires	Pilot program for mentoring new employees, requires training and differential.	

Article 11 – Health and Welfare

Item	County Proposal	Union Proposal
Moda Medical	\$400 deductible Moda Plan, \$2,000 individual out-of-pocket maximum; 15% in-network coinsurance; Waive deductible for sick care office visits, \$20 copay primary care, \$40 copay specialists, Specified Chronic Condition maintenance care-no cost share for PCP office visits, waive deductible; Increases/decreases to deductible, OOP maximums, vary by plan (replace Platinum, keep Major Medical) Specified Chronic conditions include: asthma, heart conditions, cholesterol, high blood pressure, diabetes, mental health	Accept County proposal
Kaiser Medical	Various changes to copays and change from \$600 to \$900 individual out-of-pocket annual maximum, Limited scope deductible of \$150 per individual (replace \$0 ded HMO, keep Maintenance plan)	Status quo plan design
Delta Dental	Increase deductible from \$25 to \$50/individ. Increase annual limit from \$1,500 to \$2,000	Accept County proposal
Kaiser Dental	Change deductible from \$0 to \$25/individ. Increase OV copays from \$10 to \$15	Status quo plan design
Willamette Dental	No Changes	No Changes
Contributions	Current: Average Medical and Dental - 5.5% of Premium \$814,562 Potential: Medical 7% on most and keep Dental at 5% of Premium, Avg 7.0% of Premium	Status quo, except: Delta Dental – 7%
Group Life Insurance	Current: varies by group, \$30,000 to \$50,000 Potential: 1 x base salary to \$250,000	Status quo
Short Term Disability	Current: 60% of salary to \$700/week, employees self-pay Potential: 60% of base salary to \$1,500/week, employees self-pay	Status quo
Long Term Disability	Current: 60% of salary to \$4,000/mo, County-paid Potential: Base - 60% of salary to \$4,000/mo, County-Paid (in-force benefit) Buy-Up - 60% of base salary >\$4,000 to \$10,000, self-pay	Status quo
Health Engagement	Potential Health Engagement Incentive Payment	Status quo

Model	(\$360/yr. in reduced premium) Potential Wellness Subsidy 2018 (reimburse up to (\$240/yr. for qualifying activities)	
Premium for Part-Time Employees		<p>County's premium contribution for medical and dental benefits for half-time and three-quarter-time employees is based on the average hours worked inclusive of paid leave time for the preceding month.</p> <p>Ex. A half-time employee that worked and/or was on paid leave an average of 32 hours per week for the month of September would receive a full-time employee insurance contribution for the month of October.</p>