

Article #	Subject/Title	Union Proposal/Position	Management Proposal/Position
2	Definitions	<ul style="list-style-type: none"> <li>• Reduce probation/trial service to 6 months with exception of classifications that management and the union have agreed upon require additional training/evaluation – 12 months.</li> <li>• Trial service can only be extended if absent 45 days (previously 3 months)</li> <li>• 2 weeks severance pay if a 12 month trial service employee is terminated and did not receive at least two evaluations 60 days apart</li> </ul>	<ul style="list-style-type: none"> <li>• Status quo on the length of the trial service period – 12 months</li> <li>• Trial service can only be extended if absent 45 days (previously 3 months)</li> <li>• 2 weeks severance pay if a 12 month trial service employee is terminated and did not receive at least two evaluations 60 days apart</li> </ul>
7	Holidays	<b>DESCRIPTION TENTATIVELY AGREED UPON LANGUAGE:</b> <ul style="list-style-type: none"> <li>• Employees on 4-9-4 schedule get 9 hours of holiday.</li> <li>• Carry over of saved one holiday from the prior fiscal year</li> </ul>	
8	Vacation	<ul style="list-style-type: none"> <li>• Increase vacation accrual for employee’s with less than 2 years of service to 5 hours per pay period.</li> <li>• Increase accrual cap for employees with 15 or more years of service to 500 hours</li> </ul>	Waiting for a response
9	Sick Leave	<ul style="list-style-type: none"> <li>• 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. Trial period.</li> <li>• Eliminate saved holiday for low sick leave usage. – this provision has been deemed unlawful</li> <li>• Will change County Policy to clarify parental leave in the event of still birth</li> <li>• Working conforming contract language with requirements of Oregon Sick Leave Law</li> </ul>	<ul style="list-style-type: none"> <li>• 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. Trial period.</li> <li>• Eliminate saved holiday for low sick leave usage. – this provision has been deemed unlawful</li> <li>• Will change County Policy to clarify parental leave in the event of still birth</li> <li>• Working conforming contract language with requirements of Oregon Sick Leave Law</li> </ul>

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10	Other Leaves	<ul style="list-style-type: none"> <li>• 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. Trial period.</li> <li>• Immigration leave – may use up to 40 hours of sick leave. Trial period</li> <li>• Crime Victim Leave – may use up to 40 of sick leave.</li> <li>• Inclement weather - when County doesn't close initially, employee can use vacation if School District is closed then admin leave</li> </ul>	<ul style="list-style-type: none"> <li>• 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. Trial period.</li> <li>• Immigration Leave - employees may use up 40 hours of sick leave – Trial period</li> <li>• Not supportive – Under the Domestic violence law employees may utilize sick, vacation and other leaves</li> <li>• Waiting for a counter proposal</li> </ul>
11	Health & Welfare	<b>See below</b>	
12	Workers Comp	Employee seeking medical treatment for compensable claim after returning from work but not receiving time loss payments may use their own paid leave but once their sick leave bank is reduced to 48 hours, the County provides paid leave for time from work for medical treatment/appointments related to the claim.	Not supportive
13	Work Schedules	<ul style="list-style-type: none"> <li>• Alternative schedules - Clear criteria for approving and grievable.</li> <li>• Telework - clear criteria for approving and grievable.</li> </ul>	Waiting for a response on the last proposal

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14	Compensation	<ul style="list-style-type: none"> <li>• <b>2017</b> 2.2% or \$0.60 whichever is greater. Year <b>2018 &amp; 2019</b>: CPI-W, Max 4% &amp; Min 2%. Floor of \$0.60. Increase County minimum wage.</li> <li>• Rules posted regarding OT distribution in all 24 hour and or 7 day a week operations.</li> <li>• 2<sup>nd</sup> &amp; 3<sup>rd</sup> day of rest are always the employee's two consecutive days off.</li> <li>• If OT is mandated in accordance with Article 14.IV.C.4 then they may take comp time without limitations of 14.IV.C.7</li> <li>• Increase all shift differentials and relief diff by \$0.25/hour</li> <li>• Bilingual diff built into assignment. Employees who believe they routinely translate but have been denied differential may appeal. Also hour for hour when directed by management.</li> <li>• Cultural KSA differential of 4%.</li> <li>• Corrections differential of 5%.</li>   <li>• Essential employee diff of time and a half or 0.5 saved holiday plus regular pay for hours worked during inclement weather events when a majority of bargaining unit members have been released from work.</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• <b>2017</b> 2.2%</li> <li>• <b>2018 &amp; 2019</b>: CPI, Max of 4% &amp; Min of 1%.</li>   <li>• Rules posted regarding OT distribution in all 24 hour and or 7 day a week operations.</li> <li>• 2<sup>nd</sup> &amp; 3<sup>rd</sup> day of rest are always the employee's two consecutive days off.</li> <li>• County may only mandate OT when Department Director decides events that meet specified criteria related to the public welfare</li> <li>• Increase all shift differentials and relief diff by \$0.25/hour</li> <li>• Bilingual diff built into assignment. Employees who believe they routinely translate but have been denied differential may appeal. Also hour for hour when directed by management.</li> <li>• Cultural KSA differential of 4%</li> <li>• Initially not supportive of Corrections diff but expecting a response after additional consideration</li> <li>• 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.</li>   <li>• Reimbursement for required licenses and certifications up \$500 biennially. Prorated based on FTE.</li> </ul>
15	Classification	Employee doesn't have to be performing the major distinguishing duties, just duties regularly assigned to higher class 30% of the time	Not supportive
16	Pension	<ul style="list-style-type: none"> <li>• 6% pick-up in exchange for 6.95% wage increase.</li> <li>• Service for 3/4 employees prorated for retiree</li> </ul>	Waiting for counter proposal

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		insurance	
18	Grievances	Current contract language	Waiting for a response
19	Contracting Out	<p align="center"><b>DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</b></p> <p>We have memorialized ORS 279B.030 to 279B.040 into our contract which requires that for procurements of over \$250,000 that County conduct a feasibility study before contracting out and that if cost savings achieved by contracting out should not come from being able to pay non-County employees lower wages and benefits.</p>	
21	Seniority and Layoff	<p align="center"><b>DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</b></p> <ul style="list-style-type: none"> <li>• The County must have a KSA on a position by March 1 for layoffs effective at the end of the fiscal year if they intend to require a bumping employee to meet special knowledge, skills and abilities for that position. There are limited circumstances that a KSA can be implemented after March 1 such as a bilingual or cultural competency KSA or substantial change in job duties necessitating a change in minimum qualifications.</li> <li>• Management and employees from other bargaining units with Local 88 seniority may not bump current members in the event of a layoff.</li> </ul>	
22	Shift & Work Assignment	<ul style="list-style-type: none"> <li>• If the Department changes the work unit designations in a way that significantly impact members' transfer rights, the union may bargain over the change.</li> <li>• Fairness and transparency in hiring and promotion process:                             <ul style="list-style-type: none"> <li>○ Paid release time for members to participate in hiring panels</li> <li>○ Right of hiring panel to question rationale of final decision by hiring manager</li> <li>○ Annual reports about the composition of hiring panels</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Not supportive may consider impact bargaining</li> <li>• "Committed to working on these issues but not willing to include in CBA"</li> </ul>
24	General Provisions	<p align="center"><b>DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</b></p> <ul style="list-style-type: none"> <li>• Micro-aggressions are prohibited in the workplace with a clear definition of micro-aggression. Mediation available and County will report all complaints to the Union</li> <li>• Up to \$500 reimbursement for damage from bed bugs if and 3 days off to deal with the problem if exposed on duty.</li> </ul>	

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Addm B	Lead Worker	<ul style="list-style-type: none"> <li>• Assignments posted at minimum every 3 years.</li> <li>• Right to bargain again 1 year after creation of lead premium for a new class</li> </ul>	<ul style="list-style-type: none"> <li>• Assignments posted at minimum every 3 years.</li> <li>• Current leads grandfathered in at the current rates. New leads 5% across-the-board</li> </ul>
Addm C	Premium Pay & Special Provisions	<ul style="list-style-type: none"> <li>• Increase boot allowance to \$300 and use for clothes.</li> <li>• Clothing allowance of \$150 for Animal Care Techs and Aides</li> <li>• Convert Vactor Truck diff from \$0.50 to 2.5%</li> </ul>	<ul style="list-style-type: none"> <li>• Increase boot allowance to \$300 but clothing continues to not be reimbursable.</li> <li>• Boot allowance of \$50 for Animal Care Techs and Aides and County will provide work pants</li> <li>• Convert Vactor Truck diff from \$0.50 to 2.5%</li> </ul>
Addm D	Emergency Conditions	<ul style="list-style-type: none"> <li>• Time and half for all hours worked after 7 straight days of work.</li> <li>• Protections for safe conditions</li> <li>• Allowed to report to closest work site if practicable during declared events.</li> </ul>	Waiting for a response
Addm F	Library	<ul style="list-style-type: none"> <li>• Increase shift diff by \$0.25.</li> <li>• Eliminate extension of transfer trial service.</li> <li>• Include Clerks in PIC pay and increase to 15%</li> </ul>	<ul style="list-style-type: none"> <li>• Increase shift diff by \$0.25</li> </ul>
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.	Not supportive

## Article 11 – Health and Welfare

Item	Union Proposal	County Proposal
Moda Medical	Accept County proposal	\$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)
Kaiser Medical	Status quo plan design	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)
Delta Dental	Accept County proposal	Increase deductible from \$25 to \$50/individ. Increase annual limit from \$1,500 to \$2,000
Kaiser Dental	Status quo plan design	Change deductible from \$0 to \$25/individ. Increase OV copays from \$10 to \$15
Willamette Dental	No changes	No Changes
Contributions	Status quo, except: Delta Dental – 7%	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
Group Life Insurance	Status quo	Current: varies by group, \$30,000 to \$50,000 Potential: 1 x base salary to \$250,000
Short Term Disability	Status quo	Current: 60% of salary to \$700/week, employees self-pay Potential: 60% of base salary to \$1,500/week, employees self-pay
Long Term Disability	Status quo	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
Health Engagement Model	Status quo	Potential Health Engagement Incentive Payment (\$360/yr. in reduced premium) Potential Wellness Subsidy 2018 (reimburse up to (\$240/yr. for qualifying activities)

<p>Premium for Part-Time Employees</p>	<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>	
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