

Article #	Subject/Title	Union Proposal/Position	Management Proposal/Position
2	Definitions	<ul style="list-style-type: none"> • Status quo on the length of the trial service period – 12 months • <u>Trial service can only be extended if absent 3 months.</u> • 2 weeks severance pay if a 12 month trial service employee is terminated and did not receive at least two evaluations 60 days apart <u>with one evaluation in the first 6 months of employment.</u> 	<ul style="list-style-type: none"> • Status quo on the length of the trial service period – 12 months • <u>Trial service can only be extended if absent 45 days (previously 3 months)</u> • 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	DESCRIPTION TENTATIVELY AGREED UPON LANGUAGE:	
		<ul style="list-style-type: none"> • Employees on 4-9-4 schedule get 9 hours of holiday. • Carry over of saved one holiday from the prior fiscal year 	
8	Vacation	<ul style="list-style-type: none"> • Increase vacation accrual for employee’s with less than 2 years of service to 4.67 hours per pay period. 	<ul style="list-style-type: none"> • Increase vacation accrual for employee’s with less than 2 years of service to 4.67 hours per pay period. • Ability to hire new employees at 6.0 hours per pay period
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. Trial period. • Eliminate saved holiday for low sick leave usage. – this provision has been deemed unlawful • Will change County Policy to clarify parental leave in the event of still birth • Working conforming contract language with requirements of Oregon Sick Leave Law 	<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. Trial period. • Eliminate saved holiday for low sick leave usage. – this provision has been deemed unlawful • Will change County Policy to clarify parental leave in the event of still birth • Working conforming contract language with requirements of Oregon Sick Leave Law

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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. Trial period. Immigration leave – may use up to 40 hours of sick leave. Trial period <u>Subcommittee to explore crime victim leave.</u> 	<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. Trial period. Immigration Leave - employees may use up 40 hours of sick leave – Trial period <u>Waiting for a response.</u>
11	Health & Welfare	See below	
12	Workers Comp*	Current Contract Language	Current Contract Language
13	Work Schedules	<ul style="list-style-type: none"> Alternative schedules – employee satisfaction included in criteria for assessing requests. Schedule can’t be rescinded for performance reasons unless employee was notified and had a chance to improve issue. Appeal to Department Director. Telework – contract language maps out the purpose, value and restrictions regarding telework agreements. Telework agreement can’t be rescinded for performance reasons unless employee was notified and had a chance to improve issue. Appeal to Department Director. Detailed description regarding essential employees and employees not designated as essential during Inclement Weather. <u>In addition to the County’s proposal, proposed July 1 date for listing essential employees, clarification regarding telework during events, use of vacation doesn’t disqualify someone from using ALO1 if County later closes. Assessing natural disasters language.</u> 	<ul style="list-style-type: none"> Alternative schedules – employee satisfaction included in criteria for assessing requests. Schedule can’t be rescinded for performance reasons unless employee was notified and had a chance to improve issue. Appeal to Department Director. Telework – contract language maps out the purpose, value and restrictions regarding telework agreements. Telework agreement can’t be rescinded for performance reasons unless employee was notified and had a chance to improve issue. Appeal to Department Director. Detailed description regarding essential employees and employees not designated as essential during Inclement Weather and natural disasters.

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		<p><u>Agreement on new inclement weather language is contingent on agreement on premium pay during inclement weather.</u></p>	
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 in all 24 hour and or 7 day a week operations. • 2nd & 3rd day of rest are always the employee's two consecutive days off. • <u>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</u> • Increase all shift differentials and relief diff by \$0.25/hour • 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. • Cultural KSA differential of 4%. • <u>Corrections differential of 5%.</u> • <u>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.</u> • Reimbursement for required licenses and certifications up \$500 biennially. Prorated based on FTE. • <u>Reimbursement for Mental Health Consultants and Clinical Services Specs that aren't required but to have license \$200 biennially.</u> 	<ul style="list-style-type: none"> • 2017 2.2% • 2018 & 2019: CPI, Max of 4% & Min of 1%. • Rules posted regarding OT distribution in all 24 hour and or 7 day a week operations. • 2nd & 3rd day of rest are always the employee's two consecutive days off. • <u>County may only mandate OT when Department Director decides events that meet specified criteria related to the public welfare</u> • Increase all shift differentials and relief diff by \$0.25/hour • 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. • Cultural KSA differential of 4% • <u>Initially not supportive of Corrections diff but expecting a response after additional consideration</u> • <u>Essential employee diff of 15% for all hours worked in an inclement weather event when a majority of bargaining unit members have been released from work.</u> • Reimbursement for required licenses and certifications up \$500 biennially. Prorated based on FTE.
15	Classification	Current Contract Language	Waiting for a response

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16	Pension	Service for 3/4 employees prorated for retiree insurance	Waiting for a response
18	Grievances	Current contract language	Waiting for a response
19	Contracting Out	<p align="center">DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</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">DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</p> <ul style="list-style-type: none"> 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. Management and employees from other bargaining units 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"> If the Department changes the work unit designations in a way that significantly impact members' transfer rights, the union may bargain over the change. 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 may consider impact bargaining "Committed to working on these issues but not willing to include in CBA"
24	General Provisions	<p align="center">DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</p> <ul style="list-style-type: none"> 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 Up to \$500 reimbursement for damage from bed bugs if and 3 days off to deal with the problem if exposed on duty. 	

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Addm B	Lead Worker	<ul style="list-style-type: none"> • Assignments posted at minimum every 3 years. 	<ul style="list-style-type: none"> • Assignments posted at minimum every 3 years. • <u>Current leads grandfathered in at the current rates. New leads 5% across-the-board</u>
Addm C	Premium Pay & Special Provisions	<p style="text-align: center;">DESCRIPTION OF TENTATIVELY AGREED UPON LANGUAGE:</p> <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	<ul style="list-style-type: none"> • Time and half for all hours worked after 7 straight days of work. • Protections for safe conditions • Allowed to report to closest work site if practicable during declared events. 	Waiting for a response
Addm F	Library	<ul style="list-style-type: none"> • Increase shift diff by \$0.25. • Include Clerks in PIC pay and increase to 10% 	<ul style="list-style-type: none"> • Increase shift diff by \$0.25
Addm J	School Based Employees	<ul style="list-style-type: none"> • Added language reflecting midterm MOA on insurance • Clarification on annual assignment bid for MHC's 	Waiting for a response
MOA	Mentor Program for New Hires	Pilot program for mentoring new employees, requires training and differential.	Not supportive

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	\$20 Co-pay for specialists, \$30 co-pay for urgent care, \$10 co-pay for labs and x-ray, \$20 co-pay for brand name Rx, \$25 for outpatient surgeries, \$50 co-pay with max of \$250 per admission for inpatient hospital stays.
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	Increase office visit copays from \$10 to \$15
Willamette Dental	No changes	No Changes
Contributions	Status quo, except: Delta Dental – 7%	Status quo, except: 7% employee contribution on all dental plans
Group Life Insurance	Status quo: \$30,000 benefit	\$50,000 benefit
Short Term Disability	60% of base salary to \$1,500/week, employees self-pay	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	Status quo: Current: 60% of salary to \$4,000/mo, County-paid
Health Engagement Model	Status quo	Wellness Subsidy 2019 (reimburse up to (\$240/yr. for qualifying activities)
Premium for Part-Time Employees	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. 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	No Response

Side by Side Local 88 and Multco, 12/14/2017 KEY: GREEN = TA, NO HIGHLIGHT = Close, YELLOW =Further Apart

	would receive a full-time employee insurance contribution for the month of October.	
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