



CENTRAL CITY CONCERN

HOMES HEALTH JOBS



Agreement

Between
Central City Concern &
The American Federation of State, County
and Municipal Employees, Council 75
July 1, 2022 - September 30, 2025

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Article 1 • Preamble

- 1.1 This Agreement is entered into by Central City Concern, Portland, Oregon, hereinafter referred to as the Employer and/or CCC, and Council 75, Local 88, 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, hours of work, fringe benefits, and other matters pertaining to employment consistent with the Employer's and the Union's mutual objective of providing ever-improved efficient, effective, and courteous services to the public.
- 1.2 The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, sexual orientation, gender identity, marital status, race, color, creed, national origin, religion, political affiliation, source of income, family relations status, filing of worker's compensation claim, veteran's status, mental or physical disability or any other status protected under applicable local, state or federal non-discrimination law. Nothing in this section, however, shall prohibit actions taken because of bona fide job qualifications.
- 1.3 Throughout this contract CCC and the Union will endeavor to utilize and change all references to employees to singular gender-neutral title. The intent is to be inclusive of all genders.
- 1.4 Except as otherwise required by law, regulation, or grant provisions, the parties agree as follows:

Article 2 • Definitions

- 2.1 Days: for the purposes of this Agreement, "days" means "calendar days" unless otherwise specified.
- 2.2 Exempt Employees: Employees who are ineligible for overtime pay as provided for under the Oregon Law and the Fair Labor Standards Act. Generally, such employees are those occupying positions classified as executive, administrative or professional as defined by federal and/or state law.
- 2.3 FTE: Full Time Equivalent. 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, 0.5.
- 2.4 Family: Immediate family and household members. For the purpose of this section, immediate family members are defined as: parent, step-parent, sibling, aunt, uncle, spouse or domestic partner, or anyone related by blood or affinity whose close association with the employee is the equivalent of such a family relationship.
- 2.5 Management Designee: A staff member identified by a member of management to take action and/or serve a specific function.
- 2.6 Non-exempt Employees: Employees who are not exempt from overtime payment under Oregon law and the Fair Labor Standards Act. These employees are paid overtime in compliance with the Union Contract or applicable federal and/or Oregon regulations.
- 2.7 On-call employee (AKA CCC Staffing, Substitute Worker): Employees that do not have regularly scheduled work hours and substitute for regular full-time and part-time employees. They may also be called to work as an extra staff when needed. An excluded employee works to fill the position of an absent employee or to fill an open position.
- 2.8 Regular Full Time Employee: An employee that is not an On-call, Trainee, or Temporary Employee. Regular full-time employees are eligible for employee benefits. Employees who have successfully completed the trial service period and are regularly scheduled to work thirty-two (32) hours or more per week.
- 2.9 Regular Part-Time Employees: Employees who have successfully completed the trial service period and are regularly scheduled to work less than 32 hours per week. Regular part-time employees working 20 or more hours per week are eligible for employee benefits on a prorated basis. Exceptions may apply to employees covered by the collective bargaining agreement.
- 2.10 Regular rate of pay: An employee's base rate. It does not include shift differential or overtime pay
- 2.11 Retiree: An employee who has given the Agency written notice that they are separating from employment service by retirement and that person has actually separated from service.
- 2.12 Seniority: Includes the continuous, cumulative time spent in all the represented positions an employee has held and is used to determine layoff, bumping and recall rights. Seniority is calculated using the rules found in **Article 18**.
- 2.13 Temporary employee: An employee that is hired for position(s) that are defined as limited in time to twelve (12) months or less. Temporary employees are not members of the AFSCME Union and do not receive any contractual benefits unless mandated by law.

- 2.14 Trainee: An excluded employee who is hired by a training program for no longer than one (1) year. A trainee who works at least one thousand (1000) hours during their training period (not to include any other hours such as on-call) and is hired into a regular position within a training program shall serve a trial service period of three (3) months.
- 2.15 Trial Service Period: All new hires, except on-calls and trainees as noted above, shall serve a six (6) month trial service period from the date they are hired into a regular position. The six (6) month trial service period may be extended at the discretion of management. The Employer will provide a written performance review of all trial service employees at ninety (90) days and will provide another written performance review forty-five (45) days later. Employees will not be eligible for transfer into other positions without the successful completion of their Trial Service Period.
- 2.16 Transfer Trial Service Period: A regular employee who transfers or is promoted to a different job classification serves a sixty (60) calendar day transfer trial service period. Bargaining unit employees who are promoted or accept transfer to another bargaining unit position shall be returned to their old position if they are unable to complete the transfer trial service. If the employee is receiving benefits at the point of transfer or promotion, they do not lose any benefits during the transfer trial service period. An employee who transfers to another bargaining unit position may elect to return to their old position but must give notice of their decision to return no later than twenty-one (21) calendar days after their transfer. In the event a bargaining unit employee transfers to a non-union and/or managerial position and wishes to transfer back to the previous position during the transfer trial service period, the employee will notify the union and request their approval.
- 2.17 Benefits During Transfer: Employees who are receiving employer benefits at the time of transfer to another position offering the same level of benefits at the time of transfer to another position offering the same level of benefits will continue to receive benefits without interruption. Employees who are receiving employer benefits at the time of transfer to another position that does not offer benefits, or that offers benefits at a lower level, will stop receiving benefits at the level of the former position effective the first day of the calendar month following the transfer. Employees who are not receiving employer benefits at the time of transfer to another position will be subject to the employer's waiting period for benefits eligibility applicable to new employees.
- 2.18 Trial Period Time Served: Employees who are Temporary, Trainee, or On-Call and accept a position as a regular employee will serve a trial period. The length of the trial service shall be three (3) months provided the employee has worked a minimum of one thousand (1000) hours during their Temporary, Trainee, or On-call employment with CCC.
- 2.19 Union Leave: Unpaid time an employee takes to support AFSCME. This time is not considered CCC working time.

Article 3 • Recognition

The Employer recognizes AFSCME Council 75, Local 88, hereinafter referred to as the Union, as the sole and exclusive bargaining representative for the purpose of establishing salaries, wages, hours, fringe benefits, and working conditions for all employees defined as being in the bargaining unit by the National Labor Relations Board. Professional employees in the unit include.

- Case Manager II (LOC, CEP, LEAD);
- Mental Health and SUDS Counselor (CEP, IO, ICM, LOC);
- Mental Health Counselor (ICM, CORE/ACT I, CORE/ACT II, IHART, IO);
- RN Case Manager (OTRC)

Employees who are excluded from the bargaining unit are:

- Supervisory, professional (excluding those noted above), and confidential employees as mutually determined by the parties.
- On-call employees.
- Temporary employees.
- Any employee excluded by law.

All duties regularly assigned to represented classifications shall be considered bargaining unit work, and shall be performed by members of the bargaining unit with the following exceptions:

- CCC Staffing employees covering absences by represented employees.
 - Health Services On-call staff covering absences by represented employees
 - Work that is incidental and/or minimal, or necessary to cover for a short absence of a unit member if no other unit members are immediately available to do the work.
 - Supervisors training employees for short durations.
 - Trainees working in Clean Start
- Nothing in this article is intended to expand the scope of the bargaining unit.

Article 4 • Management Rights

- 4.1 The Employer retains all the customary, usual, and exclusive rights, decision-making prerogatives, functions, and authority connected with or in any way incident to its responsibility to manage the enterprise or any part of it. The rights of employees in the bargaining unit and the Union are limited to those specifically set forth in this Agreement and the Employer retains all prerogatives, functions, and rights not specifically limited by the terms of this Agreement.
- 4.2 The exercise of any management prerogative, function, or right which is not specifically modified by this Agreement is not subject to the grievance procedure.
- 4.3 All newly hired employees will serve a trial service period. Discharge of a trial service employee shall not be subject to the grievance procedure.

Article 5 • Strikes and Lockouts

- 5.1 The Employer retains all the customary, usual, and exclusive rights, decision-making prerogatives, functions, and authority connected with or in any way incident to its responsibility to manage the enterprise or any part of it. The rights of employees in the bargaining unit and the Union are limited to those specifically set forth in this Agreement and the Employer retains all prerogatives, functions, and rights not specifically limited by the terms of this Agreement. The Union and its members, as individuals or as a group, will not initiate, cause, permit, participate in, or join in any strike, stoppage, slowdown, sympathy strikes, picketing, or other restrictions of work either at the Employer's premises or the premises of customers, suppliers, or contractors whom the Employer serves, during the life of this Agreement. Lockouts, strikes, stoppages, slowdowns, and or other restrictions of work will be a violation of this Agreement.
- 5.2 In the event of a strike, stoppage, slowdown, sympathy strikes, picketing, or other restriction of work in any form, during the life of this agreement, the Union will immediately, upon notification, attempt to secure an immediate and orderly return to the job.
- 5.3 Informational Pickets: Nothing in this Agreement prevents employees from exercising rights under the law to engage in informational picketing.

Article 6 • Dues Collection

6.1 Union Membership

Employees have the right to membership in the Union, but membership in the Union shall not be required as a condition of employment.

6.2 CCC will advise all new employees hired into bargaining unit positions that the Union is the bargaining representative and advise of their obligation to pay dues or fair share to the Union. The employer will not be responsible for ensuring fair share authorization forms are provided to new employees.

6.3 To the extent allowable by law, employees may authorize payroll deductions for the PEOPLE Committee by submitting the form provided by the Union.

6.4 Fair Share

The parties agree that it is a condition of employment that all members of the bargaining unit who are not also members of the Union have an obligation to pay a fair share fee to the Union for the Union's costs in collective bargaining, contract administration, grievance adjustment, and other duties as exclusive bargaining representative. Therefore, the cost per employee is fixed proportionately at the amount of dues uniformly required of each member of the Union, which amount shall be deducted from each non-Union member's compensation and remitted monthly to the Union. The Union recognizes that no member of the bargaining unit may be forced to contribute financial support to political or ideological activities unrelated to its duties as exclusive bargaining representative.

6.5 The Union agrees to provide those employees obligated to pay a fair share fee an adequate explanation of the basis for the fee, and a reasonably prompt opportunity to challenge the amount of the fee as required under the requirements of the National Labor Relations Act and Board decisions.

6.6 Employees shall have the right to self-organize, to form, join or assist labor organizations or to refrain there from, 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 their membership or Union activities.

6.7 The Employer agrees to deduct each pay period from the pay of employees covered by this Agreement the current monthly Union membership dues of those Union members who individually request such deductions in writing on the form attached. Deductions shall cease the pay period following appointment to a position which is excluded from the bargaining unit.

6.8 The Employer agrees to deduct each pay period from the pay a monthly service fee from any member of the bargaining union who has not joined the Union within 30 days after regular employment. This service fee shall be segregated by the union and used on pro rata basis solely to defray the cost of its service in negotiating and administering this Agreement

6.9 The amount of monthly service fee shall be set at the amount of dues generally deducted, less any present or future service or benefit not enjoyed by the non-Union members of the bargaining unit

6.10 Any change in the monthly service fee will be communicated to the Employer 30 days in advance of the change.

6.11 The Employer agrees to furnish to the Union by the 10th of each month, a listing of the following: All new and existing bargaining unit employees (including those who are fair share) hired during the previous month and all employees who have terminated or retired during the previous month. Such listing shall contain:

- The names of the employees
- Their job classification
- Work location
- Base pay
- Full-time/part-time status
- Number of scheduled hours
- Seniority date
- Work phone number
- Work email address
- Home mailing address

6.12 The Union expressly agrees that it will safeguard the rights of non-association of employees, based upon bona fide religious tenets or teachings of a church or religious body of which such employee is a member. Such employee shall pay the in-lieu-of-dues payment to a non-religious charity mutually agreed upon by the employee making such payment and the Union, or in lieu thereof, the employee shall request that such in-lieu-of-dues payment be not deducted and shall furnish written proof to the Union and the Employer, when requested, that this has been done.

6.13 The Union agrees that it will indemnify, defend, and hold the Employer harmless from all suits, actions, proceedings, or claims against the Employer or persons acting on behalf of the Employer, whether for damages, compensation, reinstatement, or any combination thereof, arising out of the application of this Article.

6.14 In the event any decision is rendered by any court of competent jurisdiction that this Article is invalid and/or that reimbursement of the service fee (fair share) must be made to employees affected, the Union shall be solely responsible for such reimbursement.

6.15 Union notification obligations

The union will make dues authorization forms signed by union members available to CCC. The employer will not be responsible for ensuring authorization or membership forms are provided to new employees. The union will also notify the payroll office periodically of individuals who have authorized dues deductions or whose authorization has been canceled or terminated consistent with the agreement(s) between the union and union member. The union shall also provide the payroll office and Human Resources twenty (20) days' advance notice of a change in the amount of dues or payments in-lieu-of dues.

6.16 **Holder of Record**

During the life of this Agreement, the union will be the holder of record for union membership and will notify CCC about individuals who have become members of the union.

Article 7 • Holidays

7.1 Employees shall receive one day of pay for personal holidays and established paid holidays.

Established Holidays: The following holidays shall be recognized as paid holidays:

- New Year's Day (January 1st)
- Martin Luther King, Jr. Birthday (3rd Monday in January)
- President's Day (3rd Monday in February)
- Memorial Day (last Monday in May)
- Juneteenth (June 19)
- Independence Day (July 4th)
- Labor Day (1st Monday in September)
- Indigenous People's Day (2nd Monday in October)
- Veteran's Day (November 11th)
- Thanksgiving Day (4th Thursday in November)
- Christmas Day (December 25th)

7.2 All employees scheduled to work the graveyard shift will have as their recognized and observed holiday the shift ending on the above-listed holidays.

7.3 If a holiday falls on a Saturday or Sunday employees working in 24-hour operations will observe the actual day. Employees who don't work in 24-hour operations and who generally work a Monday through Friday work schedule will observe the holiday on Friday if it falls on Saturday and on Monday if it falls on Sunday.

7.4 Employees shall be made whole for any lost hours caused by the employer's decision to close a worksite and/or program in observation of a holiday not recognized in this Article.

7.5 To be eligible for holiday pay an employee must be in pay status on the last day scheduled or assigned and on the next scheduled or assigned day after the observed holiday.

7.6 Holiday pay:

Holiday hours shall not be considered as hours worked for the purposes of calculating overtime. For each established holiday, employees will have holiday hours available to use in the following ways:

7.7 If the location is closed, the employee is expected to take the day off with holiday pay.

7.8 Employees who are scheduled to work and are deemed "essential to operations" will receive time and a half for hours worked, plus holiday hours to match their wages for hours worked during their scheduled shift on the holiday. Overtime hours caused by an employee exceeding the daily hours requirement described in **Article 14.19** may not be matched with holiday hours.

7.9 If the holiday falls on a day the employee is scheduled to work a shortened shift, they will be compensated for eight (8) hours.

- 7.10 If the observed holiday falls on a day the employee is not scheduled to work the employee will receive pay for eight (8) holiday hours in addition to their wages for hours worked during the pay period. In this case, holiday hours are prorated based on the employee's Full Time Equivalent (FTE) (ex: 80% employees will receive 6.4 hours, 60% employees will receive 4.8 hours, etc.).
- 7.11 **Holiday During Leave:** Should an employee be on authorized leave with pay when an observed holiday occurs, such holiday shall not be charged against such leave.
- 7.12 **Personal Holidays:** Employees who complete their Trial Service Period of employment, will receive two (2) personal holidays, one must be taken on or before June 30th; the second must be taken on or before December 31st. Thereafter, they shall receive two (2) personal holidays per calendar year one to be taken on or before June 30th and the other on or before December 31st. Personal holidays may not be carried forward into the next calendar year without the written approval of the department manager.
- 7.12.1 Upon presentation of a written request with two weeks' notice and supervisor's approval, the employee shall have the right to take their personal holiday. The two-week notice may be waived by a supervisor if there are extenuating circumstances for an employee. Personal holidays do not rollover and must be used in the six (6) month period it was earned. Employees with seniority may schedule their personal holidays first.
- 7.12.2 A personal holiday shall be used on an hour for hour basis in increments of no less than one-half (1/2) regular shift of the subject employee unless a different increment is approved by an employee's supervisor.

Article 8 • Paid Time Off (PTO) and Notifications

- 8.1 **Accrual:** Employees shall begin accruing annual PTO from date of hire as outlined below, but may not utilize PTO for vacation leave until after the Trial Service Period. Accrual rates indicated in this Article shall be prorated based on the employee's percent FTE (100% = 40 hours per week).
- 8.2 Eligible employees shall earn leave time at the rate of (6.23 hours/pay period) (approximately four (4) weeks per year).
- 8.3 After three (3) years of regular continuous service (a.k.a. third anniversary), eligible employees shall earn leave time at the rate of 7.73 hours/pay period (approximately five (5) weeks per year).
- 8.4 After six (6) years of regular continuous service (a.k.a. sixth anniversary), eligible employees shall earn leave time at the rate of 9.23 hours/pay period. (Approximately six (6) weeks per year)
- 8.5 After ten (10) years of regular continuous service (a.k.a. tenth anniversary), eligible employees shall earn leave time at the rate of 10.73 hours/pay period. (Approximately 6.5 weeks per year)
- 8.6 PTO credits shall be used on an hour for hour basis, but for pre-scheduled time off, in increments of no less than four (4) hours of the regular shift of the subject employee unless a different increment is approved by an employee's supervisor.
- 8.7 Once every four (4) years, an employee may request a block of time-off greater than three (3) and not more than six (6) weeks. In the event that not all such requests may be granted, requests will be granted on a rotational basis, beginning with the most senior employee.
- 8.8 PTO shall not accrue during a leave of absence without pay.
- 8.9 PTO credits shall be shown on an employee's check stub.
- 8.10 Upon presentation of a written request with two (2) weeks' notice, employees may take earned PTO with supervisor approval. Supervisors may request thirty (30) days' notice of planned time off for scheduling purposes, but may not deny a request for not adhering to this standard. Supervisors must confirm within five (5) days.
- 8.11 If there is a business imperative that causes the employer to limit approval of the number of PTO/vacation requests (see **Article 9.9**) requests and at least two (2) employees at the same worksite and classification have requested concurrent dates, then requests will be granted on the basis of seniority, as defined by Article 18 – Seniority, Layoff and Recall, provided the more senior employee has requested the PTO/vacation at least sixty (60) days in advance. A senior employee may use this right once every twelve (12) month period rolling forward from their last application of this seniority provision (i.e., if the employee obtains a day off by seniority in October, the next time they would be able to use this provision would be in November of the following year.) If a request is denied, an employee may appeal the decision to HR and/or the union. It will be up to the discretion of the supervisor to deny or approve requests for any written request within two (2) weeks of requested time off, but not prior to thirty (30) days before the requested day off.
- 8.12 PTO will be accrued to a maximum of 240 hours with a rollover of a maximum of 200 hours at the end of 2022. PTO hours beyond the 200 maximum in 2022 must be used or cashed-out by 12/31/2022.
- 8.13 Upon resignation or termination of employment, employees will be paid a maximum of 200 hours of accrued leave time but will not be paid for any hours accumulated in their reserve account.

- 8.14 Represented employees shall be allowed to cash out up to forty (40) hours of PTO once per calendar year so long as the employee has at least eighty (80) hours at the time of request. The Employer will buy-back the requested and allowable PTO hours from employees at one hundred percent (100%) of the current base rate of pay.

Beginning on 1/1/23, In lieu of rolling over more than 200 PTO hours, employees can cash out 40 hours of PTO at 100% value 1 time per year. When an employee's reserve account reaches 200 hours, they will not accrue any more hours until they use some leave time.

- 8.15 PTO may be used for any reason
- 8.16 Unless authorized by the Manager, no more than eight (8) hours of unpaid time may be used in a calendar year prior to utilizing all available PTO.
- 8.17 An absence due to sickness which results in the employee being out of work in excess of three (3) days may be verified by a licensed medical provider's certificate at the request of the Employer. Except as provided by ORS 653.626 the employee may be required to bring the provider's certification, if requested by the employer, within fifteen (15) calendar days after the employer's request. The employer shall pay any reasonable costs associated with producing the required provider's certification including lost wages and cost not covered by the current health insurance plan.
- 8.18 Employees who have pre-approved Vacation and are short of the approved time will be able to utilize the time as approved unpaid time, and not be subject to discipline. Employees can also elect to return to work. Supervisor shall be responsible for maintaining the list of on-call workers that will cover PTO. Supervisors will assume responsibility for contacting potential employees for shift replacement following guidelines set in **Article 13.8** (Shift Replacement). However, supervisors may utilize staff to assist in finding coverage if they are unable to do so directly, but the supervisor will ultimately be responsible for finding coverage worker(s) to cover PTO or any absence requiring coverage.
- 8.19 Supervisor shall not require an employee to find a replacement worker as a condition of time off approval.

Article 9 • Vacations

PROVISO – This article applies only to employees hired before November 7, 2013 who elected to accrue vacation and sick leave instead of PTO.

- 9.1 Accrual: Employees shall begin accruing annual vacation from date of hire, but may not utilize the vacation time until after the Trial Service Period. Vacation credits shall be earned in accordance with the following schedule:
- 9.2 Employees shall earn vacation at the rate of .0384 per hour for each paid hour.
- 9.3 After three years of regular continuous service, employees shall earn vacation at the rate of .0576 per hour for each paid hour.
- 9.4 Employees on their sixth-year anniversary shall earn vacation at the rate of .0769 per hour for each paid hour.
- 9.5 Vacation credits shall be used on an hour-for-hour basis, but in increments of no less than four (4) hours of the regular shift of the subject employee unless a different increment is approved by an employee's supervisor.
- 9.6 Vacation leave shall not accrue during a leave of absence without pay.
- 9.7 Vacation credits shall be shown on an employee's check stub.
- 9.8 Employees may utilize vacation leave for absences due to illness/injury when sick leave has been exhausted.
- 9.9 Upon presentation of a written request with two (2) weeks' notice, employees can take earned vacation. Supervisors must confirm within five (5) days. If there is a business imperative that causes the employer to limit approval of the number of PTO/vacation (see Article 8.6) requests and at least two (2) employees at the same worksite and classification have requested concurrent dates, then requests will be granted on the basis of seniority, as defined by Article 18 – Seniority, Layoff and Recall, provided the more senior employee has requested the PTO/vacation at least sixty (60) days in advance. A senior employee may use this right once every twelve (12) month period rolling forward from their last application of this seniority provision (i.e., if the employee obtains a day off by seniority in October, the next time they would be able to use this provision would be in November of the following year.)
- 9.10 Unused earned vacation time shall be paid to the employee at his regular rate of pay at the time of separation from service up to a maximum of 160 hours.
- 9.11 Vacation may be accrued up to a maximum of 240 hours. Accruals above 240 hours will go into the employee's reserve account unless the employee makes a request to the supervisor in writing to schedule a vacation within 90 days (after reaching the 240-hour maximum) for no less than 80 hours. When an employee's reserve account reaches 240 hours, they will not accrue any more hours until they use reserve hours.
- 9.12 Supervisor will be responsible for maintaining on-call, here after call substitute worker, list that will cover vacations. Supervisor will ultimately be responsible for finding substitute worker(s) to cover vacation time.

- 9.13 Supervisor will be responsible for maintaining on-call, (substitute worker) list that will cover vacation. Supervisor will ultimately be responsible for finding substitute worker(s) to cover vacation, but may utilize staff to find substitute workers to cover shifts.
- 9.14 Supervisor shall not require an employee to find a replacement worker as a condition of time off approval.
- 9.15 If an employee is in good stand at the time of retirement and has worked at CCC for twenty (20) or more years, CCC will pay the employee all vacation time accrued.

Article 10 • Sick Leave

PROVISO – This article applies only to employees hired before November 7, 2013 who elected to accrue vacation and sick leave instead of PTO.

- 10.1 Definition and Allowable Use - Sick leave is a leave of absence with pay which may be used by an employee in the event of the following non-occupational conditions, involving oneself or a member of their immediate household, or their family as defined in **Article 2**. Sick Leave may not be used as vacation time.
- Illness,
 - Injury,
 - Quarantine based on exposure to contagious disease,
 - Dental, optical or medical appointments
 - Pregnancy
- 10.2 Accrual: Employees shall begin accruing sick leave from date of hire. Sick leave shall accrue at the rate of .0384 per hour for each paid hour. Sick leave is charged in increments of fifteen (15) minutes. Unused sick leave may be carried forward for use in succeeding years up to 240 hours.
- 10.3 Sick leave may be accrued up to a maximum of 240 hours. Any sick leave hours accrued above 240 hours may be transferred to vacation hour for hour, sick leave to vacation, up to a maximum of forty (40) hours per annum. When an employee has 240 hours of sick leave and has transferred an additional 40 hours of sick leave to vacation (not to exceed 160 hours total), any additional accruals will go into the employee's Reserve Account. When an employee's reserve account reaches 240 hours, they will not accrue any more hours until they use reserve hours. The hours in the reserve account may be taken only if an employee has exhausted vacation, sick time and personal holidays and may not be used for vacation time. Use of the reserve account hours will only be approved for use for an unforeseen illness or prolonged terminal illness and only after employees have applied for short-term and long-term disability if eligible.
- 10.4 Employees may donate time from their Sick Leave account to the General Pool Account. Employees may request a maximum of 80 hours per application to the General Pool. The General Pool account must be used for an unforeseen illness or a prolonged terminal illness. Employees must have exhausted all accrued vacation, sick, personal holidays and reserve time before being eligible for the General Pool. Employees must also have applied for short-term and long-term disability if eligible.
- 10.5 Employees may donate from vacation or sick time to other employees per request under the "Donation of Vacation/PTO" Policy. Employees may not donate their reserve hours under the Donation of Vacation/PTO policy. The Donation of Vacation covers employees who qualify for FMLA/OFLA but do not qualify for short-term or long-term disability due to the nature of the leave.
- 10.6 Absence due to sickness which results in the employee being out of work in excess of three (3) days may be verified by a licensed medical provider's certificate at the request of the Employer. Except as provided by ORS 653.626 the employee may be required to bring the providers certification, if requested by the employer, within fifteen (15) calendar days after the employer's request. The employer shall pay any reasonable costs associated with producing the required provider's certification including lost wages and costs not covered by the current health insurance plan.
- 10.7 Leave of Absence Employees will not accrue sick leave during a leave of absence without pay.

- 10.8 Supervisor will be responsible for maintaining on-call (substitute worker), list that will cover sick time. Supervisor will ultimately be responsible for finding substitute worker(s) to cover sick time but may utilize staff to find substitute workers to cover a shift.
- 10.9 Supervisor shall not require an employee to find a replacement worker if they are calling out sick or as a condition of time off approval.
- 10.10 Notification and Reporting Requirements: Employees are required to notify their supervisor if they will be late or absent as soon as possible but not later than two hours prior to their scheduled shift. If their immediate supervisor is unavailable, they must contact their supervisor's manager or someone in charge at their place of work.

Article 11 • Other Leaves

- 11.1 **Leave of Absence:** Consistent with the needs of the Employer, leaves of absence without pay may be granted for a period of up to 30 days. Requests shall be submitted and granted by an employee's supervisor & HR Director for any reasonable purpose. The employee bears the responsibility to communicate with Human Resources any such requests. Any leave of absence in excess of 30 days may only be granted by the HR Director. Requests for leave of absence must be in writing. While on a leave of absence, employees will not be eligible for holiday pay, nor will employees accrue sick leave, vacation or any other benefit that accrues based on paid hours. Please refer to the CCC Employee Handbook for specific details.
- 11.2 **Jury Duty:** Employees shall be granted leave with full pay minus jury fees anytime they are required to report for jury duty. For the purpose of this article, employees will be considered to be on day shift for the duration of their jury duty service. If an employee is excused or dismissed two hours prior to the end of the normal day shift for their job classification, they shall report to work unless the employee has already been replaced for their shift.
- 11.3 **Union Business:** Any employee selected by the Union to participate in any other Union activity shall be granted union leave at the request of the Union not to exceed sixteen (16) working days per calendar year, per individual, and provided the supervisor is notified not less than two weeks in advance of such leave, except in the case of extenuating circumstances The Employer agrees to ensure the employee's PTO (or Vacation) is not negatively impacted by taking this time for Union Business.
- 11.4 Employees on union leave will experience no change in wages and benefits by the Employer.
- 11.5 **Inclement Weather and Other Events:** With respect to attendance at work during inclement weather or any other event identified by the employer affecting the ability to remain open for business. Employees who are determined to be critical will be on a list of "critical employees" to be viewed by employees at any time.
- 11.6 In the event of a work closure, the employer will notify the employees of such closure as soon as reasonably practicable and the employee will be reimbursed for any missed work.
- 11.7 If the worksite is closed for more than two shifts or sixteen (16) hours, whichever is greater, any time not worked on account of inclement weather or other event may be, at the employee's discretion, and after notifying the supervisor, compensated by their choice of the following;
- leave without pay
 - personal holiday
 - Vacation
- 11.8 Employees required to work who are on the list of "critical employees" will be paid a premium "inclement weather pay" as outlined in **Article 14.17**, Employees in 24-hour programs who are scheduled to work and are deemed "essential to operations" will receive compensation outlined in Article 14. An employee from a 24-hour program, scheduled to work during inclement weather yet is not an "essential to operations" employee and is instructed to not work shall be reimbursed up to 16 hours per fiscal year. Employees impacted by this may follow **Article 11.7** above.
- 11.9 **FMLA/OFLA:** The Employer shall conform to the laws and regulations pertaining to the Family Medical Leave Act and the Oregon Family Leave Act.
- 11.10 Eligible employees may take up to 12 weeks or the maximum required by law of unpaid leave for a qualifying medical condition for
- themselves

- a qualifying family member,
- following the birth or placement of a new child
- other event which qualifies under the law

11.11 Employees must provide timely notification to their immediate supervisor and Human Resources, and must maintain contact while on leave. Although FMLA and OFLA leave is unpaid, employees may use any accrued Vacation, Sick, PTO, or Personal Holiday time.

11.12 Bereavement Leave:

In the event of a death in the employee's immediate family, the employee shall be granted paid bereavement leave of up to five (5) scheduled working days per fiscal year (July 1 - June 30).

11.12.1 The employee may also request the use of accrued vacation, sick leave, unpaid leave, or personal holiday to extend their bereavement leave.

11.12.2 Nothing in this article is intended to limit CCC's ability to grant additional time.

11.12.3 The employer may require the employee to provide proof of death. Proof of death shall be written confirmation of the relationship (i.e., obituary, funeral program or death certificate) between the deceased and the employee.

11.12.4 For the purposes of this article, immediate family and household member is defined as: parent, step-parent, sibling, aunt, uncle, spouse or partner, or anyone related by blood or affinity whose close association with the employee is the equivalent of such a family relationship.

11.13 **Military Service:** The employer acknowledges its obligation under state and federal law, including USERRA, the Uniform Services Employment and Reemployment Rights Act, pertaining to employee military leave and deployment. The employer acknowledges its obligation to grant paid and unpaid leave for military training and service. Information about legally mandated military leave will be made available to employees upon request from the Human Resource Department.

11.14 **Blood Donations:** An employee may be excused from work for the purpose of donating blood. Normally, such time off shall not exceed two (2) hours. The employee must submit their written request to the Department designee.

Article 12 • Health Benefit

- 12.1 CCC will pay the full annual increase of twelve percent (12)% for 2022. If the renewal rate increase for years 2023 and 2024 is greater than six percent (6%), then the employer shall notify the union no later than sixty (60) days prior to the effective date of the renewal increase.
- 12.2 Annually, CCC will pay the first six percent (6%) percent increase of a rate renewal on the insurance premium and employees will pay the difference between the employer's contribution and the full premium for the Kaiser Medical and Dental plans for 2023 and 2024.
- 12.3 For employees who are regularly scheduled to work more than twenty (20) hours per week but less than thirty-two (32) hours per week, the Employer contribution for premiums will be prorated based upon full-time equivalent.
- 12.4 CCC will provide two-thousand five hundred dollars (\$2,500), per calendar year for reimbursement through the Health Reimbursement Arrangement (HRA) account for employees and their dependents who are enrolled in a CCC medical plan. CCC will pay the full premium for Short Term Disability. CCC will provide coverage and pay the full premium for Long Term Disability.
- 12.5 CCC will provide \$50,000 of life insurance coverage and pay the full premium. \$50,000 AD&D and full premium.
- 12.6 The union will be allowed to appoint two (2) represented employees to attend the annual Benefits meetings (approximately Q2) to hear about any cost increase and benefit changes for the new benefit year.

Article 13 • Working Hours, Rest and Meal Periods

- 13.1 **Normal Work Day:** The regular hours of work each shift shall be consecutive except for interruptions for meal periods.
- 13.2 **Work Week:** The work week as scheduled by the Employer shall consist of consecutive days of the same number of consecutive hours per day with consecutive days off. The work Employer pay week shall be 8:00 a.m. Tuesday to 8:00 a.m. Tuesday.
- 13.3 **Alternate schedules:** The Employer and the union recognize the importance of a healthy work life balance in relationship to offering direct services to our community. The Employer is committed to helping employees face the demands of juggling work, family, and life-related issues by considering alternative schedules on a case-by-case basis consistent with the efficient and effective operations of the program(s).
- 13.3.1 An Alternative Schedule is defined as an atypical work schedule for regular full-time employees which accommodates Employer's operating requirements. An Alternative Schedule will not impair the Employer's ability to meet operating requirements through assigned overtime or other similar scheduling. An Alternative Schedule may be canceled with twenty-one (21) calendar days' notice to the employee(s). A manager will use their discretion in a good faith manner to meet such requests in the context of the Employer's and program business needs and operational requirements.
- 13.3.2 The employer will notify the Union if it offers to members of a job classification an alternate or temporary schedule change not previously available to that job classification.
- 13.3.3 An employee or a group of employees in the same work unit desiring an alternate work schedule or a change in work schedule may request such a change in writing from the employee's supervisor. Where an employee's request for an alternate schedule is denied, such denials shall be in writing with an explanation for the denial. The request for an alternate work schedule or a change in work schedule shall include benefits to the Employer of the requested schedule. If the supervisor approves the alternate work schedule, the employee(s) waives all rights to reporting pay, overtime compensation or other forms of penalty pay during the transition from one schedule to another to the maximum extent permitted by the FLSA.
- 13.4 **Alternate Team Scheduling:** If more than one employee on a team/site requests alternate schedules, those employees may collaborate with each other and their supervisor/program manager to create alternate team schedules to meet the requests of employees in the context of meeting Employer and program business and other operational needs. Alternate team schedules must provide minimum staffing patterns that meet program business and operational needs.
- 13.4.1 If some, but not all, employee requests for alternate schedules can be met, alternate schedules will be provided to meet the requests of the greatest number of employees, and then according to seniority. Alternate schedules provided in accordance with this process will not be subject to seniority bidding outside of the team as Alternate Team Scheduling is intended to address the needs specific to the employees within a given team.
- 13.4.2 If a general agreement on scheduling can be reached among employees and their supervisor/program manager, while meeting program needs, those schedules will be allowed.

- 13.4.3 If a general agreement on scheduling cannot be reached among employees and their supervisor/program manager, the alternate schedules that meet the requests of the greatest number of employees while meeting program needs will be allowed and granted according to seniority of the employees on the team.
- 13.5 **Work Schedules:** Upon reasonable request the work site schedule showing shift, work days, and hours shall be provided. Except for emergency situations, and during the duration of the emergency, work schedules for any work shift shall not be changed unless the changes are posted for five (5) working days. The employer agrees to notify the Union of any permanent work schedule change that alters a shift by two (2) hours or more or changes days off ten (10) days before the effective date. The Union has ten (10) days to notify the Employer that the position should be posted for seniority bid. If the Union does not notify the Employer within ten (10) days, the Employer will change the existing employee's work schedule. This clause does not apply to float janitors.
- 13.6 **Rest Periods:** All employees' work schedules shall provide for a fifteen (15) minute rest period during each four (4) hour consecutive period. Rest periods shall be scheduled at the middle of each one-half (1/2) shift whenever practicable. Employees who, for any reason, work beyond their regular quitting time into the next shift shall receive a fifteen (15) minute rest period before they start to work on the next succeeding shift when it is anticipated the overtime is expected to extend a minimum of one-and-one half (1 ½) hours. In addition, they shall be granted the regular rest period that occurs during the shift if they are there during the period.
- Employees scheduled to work ten-hour days, will be granted an additional ten (10) minutes of rest period time. Such time must be taken as a separate rest period. The Employer will determine when the employee can take their 10-minute break.
- 13.7 **Meal Periods:** All employees shall be granted a lunch period of not less than thirty (30) minutes during each work day. Time off for a meal shall be permitted to any employee who is requested to and does work two (2) hours beyond their regular quitting time. Whenever practicable, meal periods shall be scheduled in the middle of the shift.
- 13.7.1 The Employer and Union acknowledge the legal requirements of meal and rest periods. We further acknowledge successful rest and meal period experience is reliant on factors such as scheduling, professional and personal accountability, and appropriate management oversight. If an employee is not able to take their meal or rest break, they need to notify a supervisor or lead in a timely manner and another option will be determined. If after the employee has spoken to their designated supervisor or lead and no other option is available, the time shall be paid.
- 13.8 **Shift Replacement:** In the event the Employer must cover any vacant shifts due to PTO coverage, call-outs or other reasons, management has the ability to fill this shift with another employee without incurring overtime costs.
- 13.8.1 Management, or a management designee, will contact all employees via telephonic and/or electronic means. The employee is responsible for updating their personal contact information to ensure their ability to receive shift offers. Vacant shifts will be filled in the following order:
- **First Step:** Management or management designee will first attempt to fill the vacant shift by via telephonic and/or electronic means, by seniority, qualified union employees within the classification who could fill the shift without incurring overtime. If no union employee accepts the shift for regular non-overtime hours, move on to step 2.
 - **Second Step:** Management or designee will first attempt to fill the shift with on-call workers as long as the on-call worker can work the shift without incurring overtime.

- 13.8.2 If the shift cannot be filled without incurring overtime costs, then overtime work shall be offered to employees in the bargaining unit working within the same job classification and who are eligible to perform the work. Overtime work shall be filled in the following order:
- **First Step:** to represented employees in order of seniority;
 - **Second Step:** then (on-call) workers.
- 13.8.3 If after this process the overtime opportunity is not fulfilled, it will be the ultimate responsibility of management to assure there is adequate coverage for the worksite.
- 13.8.4 Once the shift has been filled by another employee the shift is considered closed and other employees may not bump the assigned employee out of the shift. A listing of all employees, in order of seniority, shall be kept in the CCC Staffing software and updated as needed by the operations manager and confirmed by the union.
- 13.8.5 In the event that an absence does not indicate a critical need for a replacement (i.e., there is adequate coverage for the worksite) management may choose not to assign another employee to cover the shift.
- 13.9 **Community-based Work:** The Employer recognizes it requires employees to perform a portion of their duties at a variety of off-site locations; visiting partners, service users or carrying out work at various locations. Employees in roles requiring Community-Based Work must ensure their whereabouts are known while undertaking their work duties. The supervisor/program manager will establish on-site and off-site working requirements in relation to shift start and end times.

Article 14 • Compensation

- 14.1 Wages: Employees shall be paid the minimum wage/salary according to the wage schedule. The wage schedule for the employees covered by this Agreement is contained in Appendix "A".
- 14.2 Retroactive to July 1, 2022, wage rates for all employees shall be increased along with entry level rates for all job classifications by 7% except for all positions receiving more as outlined in Appendix A, these positions will receive separate increases.
- 14.3 Effective January 1, 2023, wage rates for all employees shall be increased along with entry level rates for all job classifications by an additional 3%.
- 14.4 Effective July 1, 2023, wage rates for all employees shall be increased along with entry level rates for all job classifications by an additional 1.5%.
- 14.5 Effective October 1, 2023, wage rates for all employees shall be increased along with entry level rates for all job classifications by an additional 3.00%. If CCC receives COLA or other wage funding increases larger than 3% from the county, the parties will immediately meet to bargain over how CCC will implement compensation of those funds over 3%. The rest of this agreement, including article 5, will remain effect during this period.
- 14.6 Effective October 1, 2024, wage rates for all employees shall be increased along with entry level rates for all job classifications by an additional 3.00%. If CCC receives COLA or other wage funding increases larger than 3% from the county, the parties will immediately meet to bargain over how CCC will implement compensation of those funds over 3%. The rest of this agreement, including article 5, will remain effect during this period.
- 14.7 AFSCME will work with the Employer to support contract adjustments with applicable funders (County, City, and State) that make significant increases in subcontracted human service work above represented county employee annual COLA increases, until the subcontracted work is able to pay analogous wages. Specifically, AFSCME will work jointly with CCC to demand wage parity for subcontracted human service employees with county employees doing similar work.
- 14.8 The parties share an interest in stabilizing the CCC workforce and as such, will seek opportunities to work jointly to secure funding to assist in the compensation of the CCC workforce.
- 14.9 The Employer, at its sole discretion, may establish and implement, without further bargaining, any additional increases for each classification. The union does not prohibit or regulate additional wage increases as outlined or defined by the contract. In addition to the provisions outlined in this Agreement, the Employer, at its sole discretion will utilize Appendix A to determine anniversary step increases and for starting wages for new and existing employees based on transferable experience.
- 14.10 **Ratification Bonus:** Upon ratification of this contract on first vote, each employee in the bargaining unit will receive a lump sum cash payment in the amount of \$300, pro-rated for other than full-time employees. CCC will pay this bonus as soon as practicable following ratification, subject to normal wage withholdings and deductions.
- 14.11 Retroactive to July 1, 2022, employees will receive a step increase of one percent (1%) on each of their anniversary dates in the Union up to and including year six (6).

- 14.12 Retroactive to July 1, 2022, employees will receive a step increase of one and a half percent (1.5%) on each of their anniversary dates in the Union from year seven (7) up to and including fourteen (14).
- 14.13 Retroactive to July 1, 2022, employees will receive a step increase of six (6) percent on their 15th anniversary in the Union.
- 14.14 **Premium Pay:** Employees will receive additional pay, added to the employee's base salary under the following conditions:
- 14.14.1 Employees required to respond to a biohazard incident will receive an additional \$0.75 per hour increase to their base wage for the period of time when the employee is involved in biohazard cleanup activities. Such increase will be paid for a minimum of one (1) hour.
- 14.14.2 Biohazards do not include routine cleanup of facilities, or other work areas done on a regular basis as part of an employee's essential functions and regular job duties. To qualify for the premium pay, Biohazard incidents will include instances where cleanup of any disease producing agent (i.e., substance or article) is present and is not a part of the essential functions and regular job duties. Biohazard cleanups will be identified as such by managers or supervisors with input from the employee who encountered the incident.
- 14.14.3 Employees who work in a position in which a competent language skill, interpretation and translation skills are required as defined by the job description and has passed a language skill test, provided by a third-party vendor on behalf of CCC shall be compensated with a five percent (5%) pay differential. To continue receiving language pay differential employees will need to retest every 3 years. (See CCC Employee Handbook)
- 14.14.4 Employees who are required by their supervisor to act as lead workers outside of current lead position classifications will receive a five percent (5%) pay differential.
- 14.15 Any employee engaged in training duties outside of regular job duties and as assigned by their supervisor will receive a 5% training differential when required by the supervisor to train staff. Job "training" includes but is not limited to, any instance where a staff member is required to teach regular work duties. Having an employee job shadow does not constitute training. "Job Shadowing" is defined as a visitor or other employee engaged in observing an employee during their regular job duties only.
- 14.16 A non-exempt employee who is scheduled or voluntarily works a second shift beginning less than twelve (12) hours after the last shift ended shall be paid at the overtime rate.
- 14.16.1 A Hooper Nurse who is scheduled or voluntarily works a second shift beginning less than eight (8) hours after the last shift ended shall be paid at the overtime rate.
- 14.17 Employees who work at sites designated by the employer as providing medically necessary and/or essential services who are required to work during inclement weather as outlined in Article 11.5 will be paid a differential rate of fifteen percent (15%) of the employee's base rate for all time worked. This rate will constitute the employee "base rate" during times of inclement weather, to be determined by CCC leadership.
- 14.18 **Pay Day:** Wages of employees shall be paid no later than 1:00 p.m. every other Friday. The Employer will make every attempt to ensure no paycheck errors exist, in the event of an error and upon notice the Employer will provide payment in accordance with the law. If an employee paycheck is not received due to lack of notification that a bank account has been closed, the employee will receive a paycheck by end of next business day. Circumstances beyond the control of the Employer shall not be subject to the above deadlines.

- 14.19 **Overtime Non-Exempt:** Employees will be compensated at the rate of one-and-one half (1 ½) times their hourly rate of pay (base plus shift differential) for time worked in excess of forty (40) hours in any week or in excess of eight (8) hours in any workday. With supervisor approval, employees can opt to flex their time within the work week to avoid overtime over 40 hours.
- 14.19.1 Any non-exempt staff regularly scheduled to work twelve (12) hours a day will be compensated at the rate of one-and-one half (1 ½) times their hourly rate of pay (base plus shift differential) for time worked in excess of forty (40) hours in any week or in excess of twelve (12) hours in any workday.
- 14.19.2 Any non-exempt staff regularly scheduled to work ten (10) hours a day will be compensated at the rate of one-and-one half (1 ½) times their hourly rate of pay (base plus shift differential) for time worked in excess of forty (40) hours in any week or in excess of ten (10) hours a day.
- 14.19.3 Any staff regularly scheduled to work a 4-9 schedule defined as four days a week at nine (9) hours per day and one day at four (4) hours will be compensated at the rate of one-and-one half (1 ½) times their hourly rate of pay (base plus shift differential) for time worked in excess of forty (40) hours in any week or in excess of nine (9) hours on days they are scheduled to work nine (9) hours or four (4) hours on days they are scheduled to work four (4) hours.
- 14.20 Overtime shall be paid in quarter-hour increments.
- 14.21 Overtime shall be distributed in accordance with **Article 13.8 – Shift Replacement**.
- 14.22 Overtime work shall be voluntary except in cases where the public health, safety, or welfare may be jeopardized. In such emergency cases the overtime rate shall be double time for all hours worked, if mandated by the supervisor. Supervisors will be responsible for scheduling shifts that may result in overtime.
- 14.23 No overtime shall be worked, except in cases of emergency, without the direction of proper authority. Supervisors will be responsible for scheduling shifts that may result in overtime.
- 14.24 Non-exempt Employees shall not be required to suspend work during regular hours to avoid overtime.
- 14.25 Employees who are asked to leave a shift by their supervisor or manager will be paid for the full shift.
- 14.26 An employee who is scheduled or voluntarily works a second shift beginning less than twelve (12) hours after the last shift ended shall be paid at the overtime rate.
- 14.26.1 A Nurse who is scheduled or voluntarily works a second shift beginning less than eight (8) hours after the last shift ended shall be paid at the overtime rate.
- 14.27 **Mandatory Meetings, Work-Related Court Time and/or Training:** Any mandatory meeting, work-related court time and/or training time shall not be considered a shift worked. Employee will be paid for the time to attend mandatory meeting using following:
- 14.27.1 If a mandatory meeting, work-related court time and/or training time is five (5) or more hours, and the employee returns to a shift in less than twelve (12) hours, then the twelve (12) hour double back rule applies and the next shift shall be paid at the overtime rate.

14.27.2 Any mandatory meeting, work-related court time and/or training time less than five (5) hours shall be at straight time and the twelve (12) hour double back rule does not apply for the next shift worked and it will be paid at straight time.

14.27.3 Employees must attend mandatory meetings unless excused by their supervisor. If excused, employees will have access to minutes from that meeting. Employees will sign off on minutes stating that they have read and understand the contents of the minutes.

14.28 **Shift Differential:** the following shift differentials will remain a part of this Agreement:

Nurses (working any shift outside of their normal location)	Mon-Fri	Sat-Sun
Day Shift (6:45 AM to 7:15 PM)	\$3.00	\$4.00
Night Shift (6:45 PM to 7:15 AM)	\$4.33	\$5.33

14.28.1 Shift differential is based upon shift start time. This pertains to all positions working during these hours. If any employee is working a shift with a majority of hours within the shift differential time, they will receive the differential for all hours worked.

Shift:	All shifts:
Day: (7:00 AM - 3:30 PM)	—
Swing: (3:30 PM - 11:00 PM)	\$0.85
Grave: (11:00 PM - 7:00 AM)	\$1.25

14.28.2 Employees are not entitled to shift differential pay for shift changes made at the request of the employee unless scheduled on the differential shift for one week or more.

14.28.3 When an employee comes in to complete another employee's scheduled work shift, the employee working the remainder of the work shift, shall be paid the applicable shift differential for only the hours worked.

14.29 Continuing Education and License/Certificate Pay:

All employees in Community Maintenance/Housing who are assigned to perform duties that require a state approved license and have licensure requirement as a minimum qualification in their job description shall receive additional compensation. For each license/certificate required in the job description, up to a maximum total of four, the employee shall receive compensation at one-and-one half (1 ½%) percent above their current regular rate of pay. The maximum total license pay is six percent (6%).

14.29.1 After completion of a continuing education program that is a minimum requirement for their current job classification as approved by the employer and the union, an employee will receive additional compensation at one and one-half percent (1 ½%) percent above their current regular rate of pay. Management will consider the union's proposal to include

specific continuing education as a minimum requirement for certain positions based on the necessity of the continuing education to the job duties within the job description. Employee's that have received financial assistance from the employer to cover the costs of the continuing education program are not eligible for the additional compensation described in this paragraph.

14.30 **Medical Assistants** upon completion of an approved certification program shall receive an increase to their hourly wage rate of one-dollar (\$1.00) per hour and promoted to a Certified Medical Assistant position.

14.31 All health services (including Substance Use Disorder Services) employees who are assigned to perform duties that require a board approved license and have licensure requirement as a minimum or preferred qualification in their job description and care model of the program shall receive the following salary increase as follows (upon hire and/or when achieved):

- CADC I: \$2080
- CADC II/III: an additional \$2080
- All Masters-level clinicians: \$3100

14.32 Pay Rate Changes After Transfer to a Different Job Classification.

An employee who transfers to a position in a job classification with a higher entry level rate as compared to their current classification shall receive an increase in their hourly rate of pay equal to the percentage difference of the entry level rate for their new job classification compared to the entry level rate of their old classification.

For example: An employee in the Janitor I classification transfers to the CBA classification the current difference between the entry level rates for these two classifications is five-point two percent (5.2%). In this example the employee will receive an increase of 5.2% to their hourly rate of pay.

14.33 An employee who transfers to a position in a job classification with a lower entry level rate shall be placed in the new pay range by adding the percentage they are being paid above the base rate of their current position to the base rate of the new classification.

14.34 **Out-of-Classification Assignments:** If an employee is assigned to a higher classification for a single shift or more, pay shall be paid at the higher classification rate, as described in Section 14.17 but no less than five (5) percent.

14.35 No employee assigned to perform work in a lower classification shall be reduced in pay.

14.36 Employees hired in more than one classification will be paid at the rate of the classification where the work is actually performed.

14.37 Standby Compensation

Those required to be on call and/or respond to calls outside of regular working hours shall be compensated \$15 per weekday and \$30 per day on weekends and holidays. Employees will also receive their regular hourly wage if required to go to a worksite outside of normal working hours.

14.37.1 Non-Exempt employees will be compensated at the rate of one-and-one half (1 ½) times their hourly rate of pay (base plus shift differential) for time worked in excess of forty (40) hours in any week or in excess of eight (8) hours on any workday (minimum of 2 hours onsite).

- 14.37.2 Any responses/work that does not require going to the worksite will be paid in 15-minute increments. It is the responsibility of the employee to report all time to their supervisor for appropriate payroll coding.
- 14.37.3 Exempt employees that are required to be on call and/or respond to calls outside of regular working hours shall be compensated \$20 per weekday and \$50 per day on weekends and holidays.

Article 15 • Retirement

- 15.1 Employees shall be eligible for participation in the Employer's annuity plan.
- 15.2 Tax Sheltered Annuity: All Employees shall be eligible for participation in the tax-sheltered annuity plan upon completion of one month of continuous employment.
- 15.3 The Employer agrees to match employee contributions up to **4.25%** of gross salary during the employee's first year of **contributions in the plan**, up to **6%** in the second year, and up to **8%** after three years and thereafter to Employees in a regular position **with a scheduled FTE of .5 per week or more**. This affects all employees hired after 07/01/2022.
- 15.4 Employees are given the option to contribute their CCC employer match funds towards retirement savings and student loan repayment.
- 15.5 Contributions can be made as a Traditional 403(b). Traditional deductions are made pre-tax and grow tax sheltered until withdrawal. Alternatively, employees may contribute to a Roth account post-tax. Taxes are only paid on the employer match upon withdrawal.
- 15.6 Participants vesting schedule is as follows:

Contributing Time	Year 1	Year 2	Year 3
Matching Schedule	4.25%	6%	8%
Vesting Schedule	33%	66%	100%

- 15.6.1 Employees who began contributing prior to 7/1/2022 will maintain the following matching schedule.

Contributing Time	Year 1	Year 2	Year 3
Matching Schedule	6.25%	8%	10%
Vesting Schedule	100%	100%	100%

- 15.7 Vesting means the balance of the account belongs to the participant, even if **they** no longer work for the employer.
- 15.8 Contributions may not be withdrawn without penalty until the participant reaches the age of 59½. Participants may take a loan from employee contributions or a hardship withdrawal before reaching age 59½, though some exceptions do apply.
- 15.9 Participants may start, stop, or change contributions at any time for any reason **and will be applied to the plan as soon as administratively possible**. To start or change contributions the participant must complete a 403(b)/ROTH Contribution Change form **online through the AIG/Valic website. To stop contributions, complete a 403(B)/ROTH Discontinue Contributions online**.
- 15.10 For more information, to change current investments, or to inquire about a loan or hardship withdrawal, please contact:

AIG Retirement
1800 1st Avenue, Suite 420
Portland, OR 97201
1-800-448-2542

Article 16 • Corrective Action

- 16.1 The Employer and Union recognize the importance of an effective procedure for resolving workplace issues. Solving workplace concerns quickly and by those directly involved is essential to reducing conflict, grievances, and service user complaints. It will also contribute to better relations and a more constructive work environment. Nothing in this article precludes the Employer from making just cause decisions around discipline and termination of employment.
- 16.2 **Corrective Action Performance Corrections:** Whenever possible, management will utilize Job Coaching to support staff before taking corrective action up to and including termination.
- 16.2.1 Job Coaching is any discussion with an employee designed to help the employee identify and remedy problems in skills, abilities, behavior or work performance. It may be used, as management deems appropriate, but is not considered corrective action and shall not be placed in the employee's personnel file. It may be used as often as is prudent and is not the same as a verbal warning.
- 16.3 **Just Cause:** If the employee's trial period has been successfully completed, just cause must be demonstrated by the manager for corrective action or dismissal.
- 16.4 **Investigatory Meetings and Union Considerations:** When potential performance or misconduct/behavior issues have been identified and corrective action is being considered, Human Resources will investigate the facts. If just cause for corrective action is suspected and further investigation is warranted, the manager will request a time to meet with the employee to investigate and allow the employee to respond to the allegations. The employer may choose, for investigations regarding instances where client or staff safety may be in question, to place employee(s) on paid administrative leave until the completion of the investigation.
- 16.4.1 The employer will notify the employee of the purpose of the meeting and whether there is a possibility that corrective action may result a minimum of four (4) hours prior to the meeting except in time sensitive investigatory situations (e.g., drug testing, safety concerns).
- 16.4.2 If the employee asks for a union steward before or during the investigatory process, the employee will be given reasonable time to secure representation. When a steward is identified, the Employer will release the steward responsible for the employee's work area during work hours without loss of pay to serve as the representative during such investigative meetings. The steward will consult with their worksite supervisor or manager to ensure the site has proper coverage and can sustain their absence.
- 16.5 A steward from another work area will be released during work hours without loss of pay when there is no other steward available at the work area. The steward will consult with their worksite supervisor or manager to ensure the site has proper coverage and can sustain their absence.
- 16.6 A steward present after work hours due to the scheduling of the employer-called meeting will be paid appropriately per **Article 14 - Compensation**.
- 16.7 A steward may declare themselves unavailable due to potential conflict of interest, work load, or the burden such an absence would place upon co-workers.
- 16.8 The employee will have an opportunity to meet with their union representative prior to meeting with management.
- 16.9 If an employee asks a supervisor whether inquiries or a meeting with management may lead to corrective action the supervisor will answer honestly and provide a clear (yes/no) answer.
- 16.10 Audio recordings of corrective action interviews will be permitted, absent an objection by the employee being interviewed. If the employee objects, no recording will be made. If a recording is made, a copy of the recording will be distributed to both the Union and the Employer. To ensure

that employees have given adequate consent per Oregon law and that they fully understand their right to object, a statement to such effect will be made at the beginning of the recording. The Union will be responsible for providing the recording device and all necessary equipment. If the Union cannot provide a recording device at the time for which the meeting is scheduled, the Union and Employer agree to conduct the corrective action interview without an audio recording. The Union and Employer agree that the audio recording is to be confidential and only used for the purposes relating to corrective action.

16.11 Formal Progressive Corrective action:

Corrective action is designed to correct performance or conduct/behavior issues and may include verbal warnings, written warnings or reprimands, probation, suspension without pay, or termination of employment. Suspension without pay and termination from employment may be used only after authorization by the Human Resources Director or appropriate designee. The action taken by the manager(s), Human Resources, or appropriate designee will generally be used progressively. The Employer reserves the right to determine the appropriate level of corrective action. Prior to any corrective action being issued, the Employer will give the employees the opportunity to discuss the issue.

16.11.1 All corrective action documentation will include the specific problem or deficiency, the corrective action that needs to be taken, the time frame for the action, and future penalties that will result from continued unsatisfactory performance or behavior.

16.11.2 All corrective action documents must be signed by the receiving employee to acknowledge receipt of the corrective action. Signing a corrective action does not indicate support or approval of the corrective action. A copy of the corrective action will be given to the employee as well as placed in the employee's personnel file. The employee will have the opportunity to respond to the corrective action and have it placed in their file. A copy of these documents corrective action will be delivered to the union as soon as practical.

16.12 **Verbal Warning:** A verbal warning provides notice to the employee that their behavior or performance must be improved. The verbal warning will be used for employee misconduct which does not endanger the safety or well-being of individuals seeking services or doing business with CCC, other staff, or the agency, and which has not occurred frequently. A verbal warning does not always occur when a manager discusses an issue with an employee. It is not the same as job coaching or a discussion between manager and staff.

This step may be taken as often as prudent. A verbal warning is for use when the manager feels it is judicious.

16.13 **Written Warning:** A written warning is used for, but not limited to, acts of misconduct which jeopardize the safety or well-being of individuals seeking services or doing business with CCC, other staff, or the agency. Written warnings may also be used for repeated instances of misconduct.

16.14 **Final Written Warning:** A Final Written Warning is notice that an employee must show improvement in job performance or it will result in dismissal from employment at CCC. The written notice will be formal notification to the employee of a potential dismissal from employment at CCC should there be repeated instances of a specific policy violation.

16.15 **Termination:** A copy of the dismissal notice will be given to the employee as well as placed in the employee's personnel file. The employee will have the opportunity to respond to the notice in writing and have it placed in the file. A copy of these documents will be given to any Union Steward or Council Representative that is present during the termination meeting. If no representative is present, a copy will be delivered to the union as soon as practical.

16.16 Any corrective action not given within 14 days of the date of discovery of the incident shall not be allowed unless an investigation is in process and the Union has been notified.

- 16.17 If the Employer 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.
- 16.18 All records of corrective action involving less than a suspension shall be inactive for the purpose of considering future corrective actions after a period of twelve (12) months, only if no other corrective actions have been implemented during those twelve (12) months. Only the Human Resources Department has access to those records. If such release of information is required by law, the employee will be notified in writing prior to the information being released, unless prohibited by law or court order. This article does not apply to corrective actions regarding harassment, discrimination, or service user abuse and/or neglect.
- 16.19 In any case where the employer is considering dismissal for identified alcohol or drug usage, the employer in its sole discretion may issue an Intervention Agreement. The Intervention Agreement will set forth the conditions necessary for the employee to be retained and shall last no longer than eighteen (18) months. Subsequent violation of any conditions in the Intervention Agreement will constitute just cause for termination.

Article 17 • Settlement of Disputes

- 17.1 **Grievance Procedure:** Any grievance or dispute which may arise between the parties involving the application, meaning, or interpretation of the agreement shall be settled in the following manner. At Step I, II, or III, the grievant/Union may request a meeting with the appropriate management responsible for responding to the grievance.
- 17.1.1 **Step I:** Within fourteen (14) days of the alleged contract violation, the aggrieved party may attempt to resolve the grievance in writing. The aggrieved party will submit an official Grievance Form to their immediate supervisor. The supervisor shall respond in writing to the aggrieved party within fourteen (14) calendar days.
- 17.1.2 **Step II:** If the grievance has not been resolved at Step I, the aggrieved party may appeal the grievance within fourteen (14) calendar days of the completion of Step I to the next appropriate management level. That individual shall respond in writing to the aggrieved party within fourteen (14) calendar days. Grievances on termination will begin at this step.
- 17.1.3 **Step III:** If the grievance has not been resolved or answered at Step II, the aggrieved party may appeal the grievance, within fourteen (14) calendar days of the completion of Step II, to the Executive Director or their designee. The Executive Director, or their designee, shall respond in writing to the aggrieved party within fourteen (14) calendar days.
- 17.1.4 **Step IV:** If the grievance has not been answered or resolved at Step III, either party may, within thirty (30) calendar days request arbitration by written notice to the other party.
- 17.2 After the grievance has been submitted to arbitration, the parties, or their representatives shall attempt to mutually agree upon an arbitrator based on recommendation of the parties. In the event the parties cannot mutually agree upon an arbitrator, the parties, or their representatives, shall jointly request the Federal Mediation and Conciliation Service for a list of the names of seven (7) arbitrators from the sub-region (Oregon). The parties shall elect an arbitrator from the list by mutual agreement. If the parties 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. Within one week of submission of the list striking will occur. The final name on the list shall be the arbitrator.
- 17.3 No less than seven (7) calendar days prior to the scheduled arbitration, the parties shall submit to the designated arbitrator, a signed stipulation of the issue before the arbitrator, or issue definition can be part of arbitration.
- 17.4 The arbitrator shall be requested to begin taking evidence and testimony within thirty (30) calendar days after the date the arbitrator is notified of their selection; and; and to issue their decision within thirty (30) calendar days after the conclusion of testimony and argument. Upon mutual agreement of the parties, and/or availability of the arbitrator, the time limits specified herein may be extended. The parties hereby vest the arbitrator with authority to compel the attendance of witnesses on behalf of either party with the issuance of a subpoena, the cost of which shall be borne by the party requesting the subpoena.
- 17.5 The arbitrator's decision shall be final and binding, but they shall not have the power to alter, modify, amend, add to, or detract from the terms of the contract. Their decision shall be within the scope and terms of the contract and in writing.
- 17.6 Expenses for the arbitration shall be borne by the losing party or, in the case of a split decision, as stipulated by the arbitrator. 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 a record to be made, on the condition that it pays for the record and makes copies available without charge to the other party and the arbitrator.

- 17.7 At any time, the time limits specified in the grievance procedure may be waived but only by mutual consent in writing 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.
- 17.8 **Stewards and the Processing of Grievances:** Employees selected or elected by the Union as employee representatives shall be known as "Stewards." Additions and deletions to the names of stewards and the names of other union representatives who may represent employees during the life of this Agreement shall be provided in writing to the Employer by the Union within thirty (30) calendar days of the signing of the contract. Any additions or deletions to the stewards list will be provided to the Employer within thirty (30) calendar days or at the request of the employer.
- 17.9 Upon notification to the supervisor of the name of the grievant and the tentative cause of the grievance, the steward(s) responsible for the grievant's work area may investigate and process a grievance(s) at the work site during work hours up to two (2) hours without loss of pay. All efforts will be made to avoid disruptions and interruptions of work. Employees meeting with their stewards to process a grievance will also be permitted to do so without loss of pay for a period of up to two (2) hours during working hours. A steward may process a grievance in other work areas than the one to which they are assigned by the Union only when there is no other steward available at that work area.
- 17.10 Stewards on shift shall be released with pay to attend regular monthly steward meetings for time not to exceed two and one half (2 ½) hours and not to exceed one person per unit (i.e., Housing, Hooper, and Business Enterprises). If two or more stewards per unit attend the meetings, the Union will notify the employer which employee should be paid. The other steward(s) will not receive payment from CCC.
- 17.11 Stewards who plan to attend the regular monthly Steward Meetings will notify their supervisor fourteen (14) days prior to the meeting. Stewards' meetings are held the third (3rd) Wednesday of the month. Union will notify CCC in the event the meeting day should change.
- 17.12 The Union will provide CCC with a list of current Stewards who have completed the Union Steward's Training and are responsible for contract administration. Union will maintain and provide CCC with a list of Stewards when there are changes.

Article 18 • Seniority, Layoff and Recall

- 18.1 **Seniority:** Seniority shall be defined as the length of continuous service as a regular full-time or part-time employee in a regular position represented by the union.
- 18.2 Seniority will be calculated using the original date of hire into a represented position. Employees that are currently in the bargaining unit and have a different seniority date will be allowed to keep that date as their original date of hire.
- 18.3 In the event of "tied" seniority, seniority will be determined by the amount of time in the job classification. If there is identical time in the job classification, seniority will be determined by the original hire date at CCC. If there is still identical seniority, a coin toss will determine seniority.
- 18.4 Seniority will be broken in the event the employee quits; is terminated for just cause; fails to respond to a recall notice within the timelines specified herein; or transfers to a non-bargaining unit position.
- 18.5 Employees who accept a transfer to a non-bargaining unit position will have their seniority restored if they are returned to the bargaining unit during the Transfer Trial Service Period.
- 18.6 Employees who accept a transfer to a non-bargaining unit position may also have their seniority restored if the employee is returned to a bargaining unit position, and petitions the Union to have the seniority restored. The employee will have seniority restored provided there was no break in service, the employee worked more than 31 hours per month, and the Union was notified.
- 18.7 If seniority is restored, seniority will be calculated only on the amount of time spent in the unit bargaining position. Time worked in the non-bargaining unit position will not be included in the seniority calculation.
- 18.8 **Layoff:** Layoffs shall occur in the inverse order of seniority, provided however, that the retained senior employee is qualified to perform the job functions of the junior employee.

This agreement does not affect management's discretion to determine whether layoffs will be conducted rather, it is to set forth the protocol for how layoffs will be implemented.

- 18.8.1 Layoffs will be done by seniority. Upon determination by management that an employee should be laid off, the employee shall maintain the right to express their interest in open and/or posted CCC positions through the CCC Internal Opportunities website.
- 18.8.2 If the employee does not qualify or is not interested in any open position; said employee shall be laid off without prejudice to their unemployment. Any person who bumps into another position or accepts another position with the Employer will not be considered as a laid off employee.
- 18.8.3 Should a laid off position be restored, or should any position within their work site which they are qualified for become available, the laid off employee shall be recalled to work by a written notice to the last known address provided by certified mail to the employee to the employer, with return receipt requested.
- 18.8.4 A laid off employee will be given no fewer than thirty (30) days' notice of the intent to eliminate their position. Such notice will be delivered in writing to the employee.
- 18.8.5 A laid off employee, prior to layoff, shall complete a checklist of positions they are qualified for and that they are willing to accept. Rate of pay and benefits for recalled

employees will be at stated rate in the collective bargaining agreement for applicable job classification.

- 18.8.6 If the laid off employee fails to respond to the notice within fourteen (14) calendar days, said employee shall forfeit recall rights.
 - 18.8.7 All laid off employees shall retain recall rights according to seniority for eighteen (18) months. Laid off employee, upon return to CCC, shall not be required to serve a trial service period, provided they were able to complete the trial or transfer trial service period prior to the layoff. They will receive the pay rate they had as layoff plus any COLA's that they missed due to layoff. Employee's benefits and PTO accrual are reinstated to the accrual rate they had at layoff Employees may still be required to complete a benefit eligibility waiting period, per standard plan practices. Seniority will not accumulate during the time employees are laid off.
 - 18.8.8 If a laid off employee is offered their former position or a position for which they are qualified within the same classification and refuses to accept the position, recall rights will be terminated.
 - 18.8.9 If an employee bumps into another position and is recalled back into the same and/similar position, employee will retain their seniority.
- 18.9 **Long/short term disabilities:** The period of time that an employee is off the job and unable to work by reason of a disability, medical and/or physical shall not interrupt his or her continued period of employment with reference to accrual of seniority unless the employee's health care provider, in writing that the employee will be permanently disabled to such an extent that they will be unable to return to CCC and fully perform the duties of the position he or she last occupied.

Article 19 • Shift and Work Assignment

- 19.1 **Posting and Bidding:** Whenever there is more than one shift and work assignment within the same classification, vacancies and/or changes in shift and work assignments shall be posted and attempted to first be filled by an internal bidding process.
- 19.1.1 Vacancies will be posted on CCC's Internal Opportunities website for no less than seven (7) days. Vacant position posting shall include job status as represented as well as the seniority bid open and close dates for no less than seven days internally.
- 19.1.2 The Employer will make reasonable efforts to ensure vacant positions will be filled within 30 days. Within six (6) months of ratification of this Agreement the Employer will provide the Union with a monthly report of all vacant positions within the bargaining unit, including the dates the vacancies were posted to the Internal Opportunities website. The monthly report will also include the names of individuals who were subsequently awarded the posted position/change in assignment.
- 19.1.3 Interested employees will submit a job interest application through CCC's Internal Opportunities website to be assigned to the vacant shift/work assignment.
- 19.1.4 Employees who meet minimum qualifications will be awarded the shift/work assignment by seniority as defined in **Article 18** within classification, provided the employee is able to work the scheduled shift.
- 19.2 An employee will be deemed able to work at the location unless a funding agency has restricted the employer's ability to freely assign employees to the work location, a legitimate conflict of interest (such as the employee resides in the building where the vacancy has occurred) exists or a minimum job requirement cannot be met (such as a janitor position requiring a driver's license).
- 19.3 For the purposes of this Article, Community Building Assistant, and Janitor I, shall be considered the same classification.
- 19.4 For the purposes of this Article, Medical Record and Archives/Records Clerk will be considered the same classification.
- 19.5 For the purpose of this Article, Lead Community Building Assistant and Janitor 2 will be considered the same job classification.
- 19.6 For the purpose of this Article, Crew 1 and Crew 2 will be considered the same job classification.
- 19.7 All other classifications will remain separate for the purposes of this Article.
- 19.8 Employees awarded shift/work assignments through the internal bidding process will be required to serve a Transfer Trial Service Period as outlined in Article 2.
- 19.9 If a position is still vacant after the internal shift and assignment bid process described above, the position will be offered, by order of seniority, to bargaining unit employees outside the job classification who had previously held a position in the classification of the vacant position and passed any applicable trial service periods, including transfer trial service period. To be eligible for a transfer, an employee in this circumstance must meet the requirements of Article 19.4 and express their interest for the position in accordance with the process described in Article 19.1.
- 19.10 **External Posting and Hiring:** Vacancies in positions covered by this Agreement will be numerically referenced and properly posted for no less than ten (10) calendar days on the CCC

website. The posting will contain the job title, job duties, hours of work, wage rate and scheduled days off. Union employees interested in promotion or transfer must submit their application through CCC's Internal Opportunities website within the specific time period in section 19.4.

19.10.1 All promotion and transfer applicants will be interviewed prior to the interviewing of non-represented applicants for positions covered by this contract, if the employee is qualified to assume the duties of the position and meets the minimum qualifications as described on the job posting.

19.10.2 If the employee is not selected, they may request in writing and the employer will respond in writing, with the specific reason why they were not selected or why another candidate was selected. Management has the sole discretion in the selection of applicants to fill vacancies. The Union cannot file a grievance related to the person selected for the vacancy but can file a grievance if CCC failed to follow the process defined in Article 18.

19.10.3 Notification will be given to both the union employee awarded the position as well as the union employee who was not selected.

19.10.4 Employees hired through the External Posting and Hiring process will be required to serve a Transfer Trial Service Period as outlined in Article 2.

Article 20 • General Provisions

- 20.1 **Bulletin Boards:** The Employer 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 to 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.
- 20.2 **New Employee Orientation:** Thirty (30) minutes shall be granted for the Union to make a presentation at the end of new employee orientation to newly hired union employees' orientation of new employees on behalf of the Union for the purpose of identifying the Union's status, organizational benefits and related information. The Employer will notify the Union of the time, place and other relevant details of new employee orientation meetings. The Employer will not compensate current union employees to lead these presentations.
- 20.3 **Visits by Union Representatives:** The Employer agrees that accredited representatives of the American Federation of State, County and Municipal Employees, AFL-CIO, whether local Union Representatives, District Council Representatives, or International Representatives, upon reasonable and proper introduction, shall have reasonable access to the Employer's premises at any time during working hours to conduct Union business. The Union agrees that such visits will cause no disruptions or interruptions of work.
- 20.4 **Rules:** The Employer shall provide new employees a copy of the Agreement and applicable rules at the time of hire.
- 20.5 Any dispute as to the reasonableness of any new rule, or any dispute involving alleged discrimination in the application of a new or existing rule, may be resolved through the grievance procedure.
- 20.6 **Changes in Existing Conditions:** For the purpose of this Agreement, the term "existing work condition" means practices which have been in effect in the personnel policies and work practices of the Employer, assuming that such policies and practices have been:
- consistent;
 - clearly acted upon; and
 - readily ascertainable over a reasonable period of time.
 - disputes regarding the change of existing working conditions shall be resolved through the grievance procedure.
- 20.7 **Volunteers:** The use of volunteers will result in no loss of jobs or pay for bargaining unit members.
- 20.8 **Contracting Out:** The Employer agrees to give the Union sixty (60) days' notice before proceeding with any plan to contract out services that would result in the loss of bargaining unit jobs.
- 20.9 **Joint Budget Committee:** Management agrees to involve union representatives in the County and City budgeting preparation and negotiations in an effort to fund wage and benefit increases comparable to those provided by the County and the City.
- 20.10 **Position Descriptions:** Position descriptions will be in writing and delineate the specific duties assigned to an employee's position. A dated copy of the position description will be given to the employee upon hiring or transferring into the position and at such time as the position is amended. The position description will also be reviewed at each performance review. The Employer will provide the Union copies of any new represented job descriptions or substantially modified represented job descriptions.

- 20.11 **Personal Property Security:** CCC agrees to provide lockers or locked area accessible only to staff of the program area or worksite, for the purposes of securing personal property where possible. In the absence of secure areas for personal property, CCC agrees to reimburse the employee the fair market value for any stolen personal property, provided the employee had a reasonable reason to bring the item into the workplace.

Article 21 • Employee Safety

- 21.1 In order to provide a safe work environment, CCC will provide employee safety policies and appropriate training for all employees, at all work sites, including procedures in the event of danger to an employee or clients. These policies and training will address environmental hazards, person-to-person conflict, and will be made accessible to all employees who interact with clients and/or the public.
- 21.2 Information about availability and scheduling of safety training may be found under Article 22 - Training.
- 21.3 In the event of catastrophic injury or death of clients, employees will have an opportunity to utilize the Employee Assistance Program (EAP). If directly involved in an incident in which a client or a coworker has catastrophic injury or dies in the presence of an employee while the employee is on duty, the employee may request up to three working days off without loss of pay following the incident. Such requests will be considered on a case-by-case basis and must be approved by the Program Director.
- 21.4 **Safety Committee:** Employer shall continue its existing Safety Committees and the purpose and function of such committees shall be consistent with OR-OSHA administrative rules. Membership on the committees shall comply with OR-OSHA rules. Employee representatives shall be volunteers or shall be elected by their peers and they shall serve a continuous term of at least one (1) year. An employee can request to leave the safety committee after one (1) year. The request will be granted after a replacement is found.
- 21.4.1 All safety committee members shall receive adequate training on the principles of safety committees, accident investigation, and hazard identification per OAR 437-001-0765 guidelines. Employee representatives attending safety committee meetings or participating in safety committee instruction or training shall be compensated by the employer. Such hours shall be considered hours worked for the purpose of accrual and overtime. Employees may submit any safety related concerns or suggestions to their safety committee.
- 21.4.2 Concerns from the program-based safety committee may be brought forward to the Program Director. The Program Director will answer such concerns in writing to the program-based safety committee.
- 21.4.3 A list of safety committee members and minutes will be posted on the safety bulletin board.
- 21.5 There shall be an agency wide safety committee that meets for the purpose of establishing best practices, and addressing agency wide safety concerns. The chair of each safety committee or their designee will attend the meeting.
- 21.6 Concerns from the agency wide safety committee may be brought forward to the HR Director or their designee. The HR Director or their designee will answer such concerns in writing to the program-based safety committee.
- 21.7 A list of safety committee members and minutes will be posted on the safety bulletin board.
- 21.8 **Immunizations:** CCC will have a qualified medical professional evaluate all positions in CCC to determine the need for and type of immunizations. The Employer will provide the Union with a list of the type of immunizations required for each position as determined by the qualified medical professional. Employees may decline immunizations for religious and medical reasons.

Recommended immunizations and annual TB testing will be provided at no cost to the employee. If the employee is unable, for reasons beyond their control, to receive the required immunization and testing during their work shift, the employee will, with supervisor approval, be allowed to miss work in order to complete this requirement.

- 21.9 **Bedbug Control:** CCC agrees to offer training for all employees on how to identify and prevent the spread of bedbugs.
- 21.10 **Personal Property Allowance:** CCC shall provide policies and procedures for personal property reimbursement for all program areas. CCC is not responsible for employees' personal property which is lost or stolen during an employee's working shift. If personal clothing or property has been damaged during the performance of an employee's job, compensation may be negotiated up to a maximum of \$50.00 per item. If the value of damaged personal item(s) exceeds \$50.00, CCC has agreed to review replacement cost on a case-by-case basis. Items unnecessary for the performance of the job will not be considered for compensation. The employer will not reimburse employees for personal clothing damaged outside of the routine performance of their job or by avoidable actions of the employee.

Article 22 • Training

- 22.1 **Scheduling Training:** The Employer agrees to schedule CCC training so as to cause least possible inconvenience to employees. Employees required to report for training on a day off, will receive a minimum of two hours pay. Failure to report for mandatory training without prior notification to the employee's supervisor may result in disciplinary action.
- 22.2 A current schedule of CCC training is available on the Intranet. Employees with computer access may sign up for training on the Intranet, provided they notify their supervisor of all training they are scheduled to attend. Notification must be done in writing if coverage is to be arranged for employees who attend training during scheduled work time.
- 22.3 Employees without intranet access will be signed up for training by a supervisor, and notified of the upcoming training.
- 22.4 All notification related to scheduling of training must be done at least 24 hours prior to training.
- 22.5 **Additional Duties:** When job requirements and job skills are added or changed in job descriptions, Human Resources will review the requirements and job skills on a case-by-case basis to determine whether training should be provided for the new requirements or skills. An employee who has had a job requirement or job skill added or changed in a job description may bring a request for additional training to their immediate supervisor. The supervisor will determine the extent and type of training that will be approved, if any.
- 22.6 **Continuing Education/Licensure:** The Employer and The Union recognize the importance of continuing education and licensure to maintain professional working standards and current to best practices. The Employer provides an in-house learning platform (Relias) with offerings that can be used towards CEU requirements. Employees are encouraged to first utilize CEUs offered through this platform first.
- 22.7 Within 14 days of taking any course/test or receipt of certificate/licensure renewal, employees must submit a written request to their supervisor for classes or testing for continuing education, licensure and/or certifications required in job descriptions to their supervisor for reimbursement by the Employer. Within fourteen (14) days of submitting such a request, the supervisor will respond in writing with approval with the date the approval will be given to the employee. Upon successful completion of the course/test, the employee will submit to the Employer any requested report or documentation from the seminar, conference, workshop or class for reimbursement.
- 22.8 Employees required to maintain certification of licensure will be reimbursed for renewal as well as testing.
- 22.9 If any employee is interested in attending a conference/event that is related to their work it will not come out of their training budget. The employer will accept requests to attend these events and make an effort to ensure employees have access to these events.
- 22.10 **Registered Nurses:** Registered nurses will be reimbursed at the current state license renewal amount.
- 22.11 **Medical Assistants:** The employer shall provide at least three hundred (\$300.00) annually to each medical assistant for continuing education.
- 22.12 **All mental health and substance use Continuing Education:** The Employer shall provide at least five hundred (\$500.00) annually to each employee for continuing education.

- 22.13 **All masters-level clinicians** pursuing licensure who qualify for supplemental employee benefit will receive up to \$3000 annually per fiscal year towards clinical supervision due to not having a supervisor that is able to provide this supervision.
- 22.14 If any of the above educational opportunities occur during scheduled work time, or on the employee's weekend, the employee will be given the opportunity to work alternate days if at all possible. The above must have prior approval by a supervisor.
- 22.15 Upon successful completion of the course/test or receipt of certificate/licensure renewal, the employee will submit to the Employer any requested report or documentation generated from the seminar, conference, workshop, or class.
- 22.16 **Employee Development:** The Employer will offer training for employees to improve their knowledge, skills and abilities to perform their job. Training needs will be determined on a program-by-program basis, and will recognize the individual safety and client demands of each facility.
- 22.17 Whenever possible, training opportunities will be offered to all employees within a classification where the employer deems training is necessary or useful. If offering training opportunities to all employees within a classification is not feasible or possible, employees will be selected based on seniority. Blood-borne pathogens and CPR training will be offered to all represented employees. Training over Material Safety Data Sheets will be offered to represented employees where the use of chemicals is a requirement of the position.
- 22.18 For the purposes of employee development, the employer agrees to allow access to training for employees in programs and job classifications other than the program and/or job classification where the training is targeted, whenever possible. Employees wishing to attend training in other programs will not be compensated for attending the training and if the training is held during their regularly scheduled shift the employee must get prior approval from their supervisor.

Article 23 • Labor Management Committee

- 23.1 **Purpose of the Labor-Management Committee (LMC).** The purpose of the LMC is to
- foster a positive and collaborative relationship between the parties leading to expeditious resolution of issues based on mutual respect and acknowledgement of each party's legitimate organizational interests,
 - advance the mission of the Employer by strengthening employee involvement, and
 - identify areas in which the central objectives of the Employer and the Union are congruent, with a view to building a joint program of action.
- 23.2 **Labor-Management Committee Activities:** The committee may make suggestions for improvements in quality of services and other operational issues as well as employee relations, including benefits. If either Union or Employer members of the committee request to discuss the topic, it will be discussed. Committee meetings are not a substitute for the grievance procedure; and the committee has no authority to settle grievances, modify or waive any provisions of this Agreement or bargain regarding wages, hours, or other terms or conditions of employment.
- 23.3 **LMC Membership:** The parties agree to the establishment of a joint Labor Management Committee (LMC). The committee will be comprised of up to seven (7) members of the bargaining unit and seven (7) representatives from CCC. Both parties will select their respective committee members. AFSCME council rep may attend these meetings as a non-voting participant. The parties will nominate co-chairs, including one from the bargaining unit and one from CCC. The co-chairs are responsible for setting the agenda and facilitating LMC meetings. The individual that facilitates the committee meetings will be on an alternating basis.
- 23.4 **Meeting Time:** The committee shall set mutually agreeable times and locations to meet and shall meet at least once every 3 months. Upon agreement, the LMC may meet more regularly.
- 23.5 **Agenda:** Committee members will submit items for the agenda to the co-chairs of the committee at least three (3) calendar days prior to the scheduled date of the meeting. The co-chairs will set the agenda for the meeting.
- 23.6 **Compensation:** The members of the Labor Management Committee will be on paid time during all LMC meetings.

Article 24 • Scope and Modification

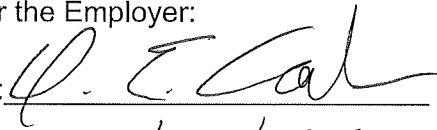
This Agreement contains all the conditions agreed upon and effective between the parties, and supersedes all previous Agreements, collectively or individually, between the parties. No Agent or representative of either party has the authority to alter or modify it. No modifications shall be made except by mutual consent of the parties in writing. The waiver of any breach or conditions of this Agreement by either party shall not constitute a precedent for any further waiver of such breach of condition. Should any provision or part of this Agreement be rendered invalid by reason of any existing or subsequently enacted legislation or by a decree of a court of competent jurisdiction, such invalidation shall not invalidate the remaining provisions, and they shall remain in full force and effect.

Article 25 • Duration

- 25.1 THIS AGREEMENT shall be in effect from July 1, 2022 through September 30, 2025, Negotiations on a successor agreement shall begin no later than July 1st.
- 25.2 THIS AGREEMENT shall remain in full force and effect during periods of negotiations, and until such time that a successor agreement is executed.

Signature page

For the Employer:

By: 

Date: 3/8/23

For the Union:

By: 

Date: 3/3/2023

Appendix A

AFSCME Base Wage									
Across the board increase					7.00%	3.00%	1.50%	3.00%	3.00%
Program	Job Code	Salary Basis	Role	% increase at Ratification	7/1/22 Base	1/1/23 Base	7/1/23 Base	10/1/23 Base	10/1/24 Base
CCCRC/LOC	50675	Hourly	SUDS Counselor I	7.00%	\$22.43	\$23.10	\$23.45	\$24.15	\$24.87
CCCRC/LOC	50675	Hourly	SUDS Counselor II	7.00%	\$23.69	\$24.40	\$24.77	\$25.51	\$26.28
CCCRC/OTC/HRR/LOC	51623	Hourly	Administrative Assistant	7.00%	\$19.80	\$20.39	\$20.70	\$21.32	\$21.96
CCCRC/LOC	50606	Hourly	Administrative Specialist	13.51%	\$21.00	\$21.63	\$21.95	\$22.61	\$23.29
Hooper	51790	Hourly	Archives Clerk	7.00%	\$21.18	\$21.82	\$22.15	\$22.81	\$23.49
HRR/STP	51114	Hourly	Assistant Case Manager	7.00%	\$18.73	\$19.29	\$19.58	\$20.17	\$20.78
HRR (Supportive Housing)	50473	Hourly	Case Manager	8.11%	\$20.00	\$20.60	\$20.91	\$21.54	\$22.19
OTRC	50473	Hourly	Case Manager I	13.56%	\$22.14	\$22.80	\$23.14	\$23.83	\$24.54
IHART/LEAD/LOC	50473	Hourly	Case Manager I	7.00%	\$20.87	\$21.50	\$21.82	\$22.47	\$23.14
LOC/CEP/LEAD	50474	Salary	Case Manager II	7.00%	\$47,850.40	\$49,285.91	\$50,025.20	\$51,525.96	\$53,071.74
Housing/Community Maintenance/Starlight	51070	Hourly	Community Building Assistant	7.00%	\$18.01	\$18.55	\$18.83	\$19.39	\$19.97
Housing/Community Maintenance/Starlight	51120	Hourly	Community Building Assistant, Lead	7.00%	\$20.29	\$20.90	\$21.21	\$21.85	\$22.51
LOC	50850	Hourly	Child Care Provider	7.00%	\$20.48	\$21.09	\$21.41	\$22.05	\$22.71
LOC	50210	Hourly	Cook I	7.00%	\$17.89	\$18.43	\$18.71	\$19.27	\$19.85
LOC/HDSC	50210	Hourly	Cook II	7.00%	\$20.27	\$20.88	\$21.19	\$21.83	\$22.48
Clean Start	50240	Hourly	Crew I	7.00%	\$17.66	\$18.19	\$18.46	\$19.01	\$19.58
Clean Start	50260	Hourly	Crew II	7.00%	\$19.52	\$20.11	\$20.41	\$21.02	\$21.65
Clean Start	50263	Hourly	Crew III	7.00%	\$21.42	\$22.06	\$22.39	\$23.06	\$23.75
Hooper	50212	Hourly	Dishwasher	17.73%	\$17.66	\$18.19	\$18.46	\$19.01	\$19.58
Hooper	50310	Hourly	Eligibility Clerk	7.00%	\$21.18	\$21.82	\$22.15	\$22.81	\$23.49

Across the board increase					7.00%	3.00%	1.50%	3.00%	3.00%
Program	Job Code	Salary Basis	Role	% increase at Ratification	7/1/22 Base	1/1/23 Base	7/1/23 Base	10/1/23 Base	10/1/23 Base
LOC	5024 4	Hourly	Facilities Assistant	9.16%	\$18.79	\$19.35	\$19.64	\$20.23	\$20.84
IO/IHART/OTC/OTRC	5113 5	Hourly	Health Assistants	7.00%	\$20.87	\$21.50	\$21.82	\$22.47	\$23.14
OTRC	5090 5	Hourly	Housing Case Manager	7.00%	\$21.36	\$22.00	\$22.33	\$23.00	\$23.69
CEP/HRR/LEAD	5090 5	Hourly	Housing Specialist	7.00%	\$20.87	\$21.50	\$21.82	\$22.47	\$23.14
OTC	5037 1	Hourly	Intake Coordinator	7.00%	\$22.33	\$23.00	\$23.35	\$24.05	\$24.77
Housing / Community Maintenance	5024 0	Hourly	Janitor I	7.00%	\$17.66	\$18.19	\$18.46	\$19.01	\$19.58
Housing / Community Maintenance	5026 0	Hourly	Janitor II	7.00%	\$19.52	\$20.11	\$20.41	\$21.02	\$21.65
Housing / Community Maintenance	5026 3	Hourly	Janitor III	7.00%	\$21.42	\$22.06	\$22.39	\$23.06	\$23.75
Housing / Community Maintenance	5124 0	Hourly	Maintenance Worker I	7.00%	\$20.27	\$20.88	\$21.19	\$21.83	\$22.48
Housing / Community Maintenance	5125 0	Hourly	Maintenance Worker II	14.21%	\$22.50	\$23.18	\$23.53	\$24.24	\$24.97
Housing / Community Maintenance	5126 0	Hourly	Maintenance Worker III	13.58%	\$25.00	\$25.75	\$26.14	\$26.92	\$27.73
OTC/Admin	5074 0	Hourly	Medical Assistant	7.00%	\$21.13	\$21.76	\$22.09	\$22.75	\$23.43
OTC/Admin	5047 0	Hourly	Medical Assistant, Certified	+\$1 from Medical Assistant	\$22.13	\$22.76	\$23.09	\$23.75	\$24.43
CCCRC/OTC/Admin	5076 0	Hourly	Medical Records Assistant	7.00%	\$21.18	\$21.82	\$22.15	\$22.81	\$23.49
CEP/ICM/IO/LOC	5067 6	Salary d	Mental Health & SUDS Counselor	13.84%	\$60,00 0.00	\$61,80 0.00	\$62,72 7.00	\$64,60 8.81	\$66,54 7.07
CORE/ACT II	5067 8	Salary d	Mental Health Counselor – QMHA	7.00%	\$46,64 8.58	\$48,04 8.04	\$48,76 8.76	\$50,23 1.82	\$51,73 8.77
ICM/CORE/ACT I/ACT II/IHART/IO	5067 8	Salary d	Mental Health Counselor - QMHP	13.84%	\$60,00 0.00	\$61,80 0.00	\$62,72 7.00	\$64,60 8.81	\$66,54 7.07
Hooper	5062 0	Hourly	Nurse	7.00%	\$42.45	\$43.72	\$44.38	\$45.71	\$47.08
HRR	5047 3	Hourly	Outreach Case Manager	7.00%	\$20.87	\$21.50	\$21.82	\$22.47	\$23.14
Housing / Community Maintenance	5120 0	Hourly	Painter I	7.00%	\$18.52	\$19.08	\$19.37	\$19.95	\$20.55
Housing / Community Maintenance	5121 0	Hourly	Painter II	7.00%	\$20.73	\$21.35	\$21.67	\$22.32	\$22.99
Housing / Community Maintenance	5121 0	Hourly	Painter III	7.00%	\$23.07	\$23.76	\$24.12	\$24.84	\$25.59

Across the board increase					7.00%	3.00%	1.50%	3.00%	3.00%
Program	Job Code	Salary Basis	Role	% increase at Ratification	7/1/22 Base	1/1/23 Base	7/1/23 Base	10/1/23 Base	10/1/24 Base
LOC	50890	Hourly	Parent Trainer FIT	7.00%	\$20.87	\$21.50	\$21.82	\$22.47	\$23.14
CCCRC	51134	Hourly	Patient Care Coordinator	7.00%	\$23.69	\$24.40	\$24.77	\$25.51	\$26.28
Hooper DSC	50473	Hourly	Peer Case Manager	7.00%	\$20.87	\$21.50	\$21.82	\$22.47	\$23.14
CCCRC/HRR/STP/CEP	51959	Hourly	Peer Support Specialist I	14.29%	\$20.00	\$20.60	\$20.91	\$21.54	\$22.19
OTC/Admin	51610	Hourly	Receptionist	7.00%	\$21.53	\$22.18	\$22.51	\$23.19	\$23.89
Housing / Community Maintenance	51830	Hourly	Res Srvcs Supp Sp	7.00%	\$17.79	\$18.32	\$18.59	\$19.15	\$19.72
Various in Supportive Housing	50992	Hourly	Resident Services Coordinator	8.11%	\$20.00	\$20.60	\$20.91	\$21.54	\$22.19
ROC	51690	Hourly	Resource Coordinator	7.00%	\$18.73	\$19.29	\$19.58	\$20.17	\$20.78
OTRC	50492	Salaried	RN Case Manager	16.38%	\$90,00	\$92,70	\$94,09	\$96,91	\$99,82
					1.77	1.82	2.35	5.12	2.57
LEAD	50966	Hourly	Screening and Outreach Coordinator	7.00%	\$23.69	\$24.40	\$24.77	\$25.51	\$26.28
Clean Start	51930	Hourly	Storage Attendant	7.00%	\$17.66	\$18.19	\$18.46	\$19.01	\$19.58
Clean Start	50820	Hourly	Street Crew I	7.00%	\$17.66	\$18.19	\$18.46	\$19.01	\$19.58
Clean Start	50821	Hourly	Street Crew II	7.00%	\$19.52	\$20.11	\$20.41	\$21.02	\$21.65
Clean Start	50263	Hourly	Street Crew III	7.00%	\$21.42	\$22.06	\$22.39	\$23.06	\$23.75
Hooper	50330	Hourly	Subacute Tech I	7.00%	\$20.48	\$21.09	\$21.41	\$22.05	\$22.71
OTRC	50473	Hourly	SUDS Case Manager I	10.71%	\$21.59	\$22.24	\$22.57	\$23.25	\$23.95
OTRC	50474	Salaried	SUDS Case Manager II	7.00%	\$47,85	\$49,28	\$50,02	\$51,52	\$53,07
					0.40	5.91	5.20	5.96	1.74
OTC/Admin	50430	Hourly	Transport Aides	7.00%	\$19.48	\$20.06	\$20.36	\$20.97	\$21.60
LOC/Hooper	50800	Hourly	Treatment Assistant	7.00%	\$20.48	\$21.09	\$21.41	\$22.05	\$22.71

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