

## **Memorandum of Agreement**

### **I. Parties**

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "County") and Multnomah County Employees Union, AFSCME, Local 88, AFL-CIO (hereinafter "Union").

### **II. Background**

WHEREAS: The parties entered into a 2014-2017 Labor Agreement on December 4, 2014; and

WHEREAS the 2014-2017 agreement contains in Addendum F direction that the parties will establish an Ad Hoc Labor-Management Committee to address issues related to the implementation of the Access Services Assistant classification and the reclassification of employees in the Library Page classification to Access Services Assistant no later than July 1, 2016; and

WHEREAS: The Ad Hoc Committee did convene with first meeting on December 19, 2014; and

WHEREAS: The Ad Hoc Committee recommends that Library Pages who are reclassified or promoted to Access Services Assistant classification shall have a Access Services Assistant classification seniority date based County seniority date; and

WHEREAS: The Ad Hoc Committee recommends that Library Clerks who demote to an Access Services Assistant classification through the life of a subsequent collective bargaining agreement shall have a Access Services Assistant classification seniority date based on County seniority date;

NOW, therefore, the parties mutually agree as follows:

### **III. Terms of Agreement**

It is hereby agreed by the parties:

1. Library Pages who are reclassified or promoted to Access Services Assistant classification shall have an Access Services Assistant classification seniority date based on their County seniority date. Library Pages with the same County seniority dates and who become Access Services Assistants shall be ranked as Access Services Assistants based on their ranking as a Library Page.

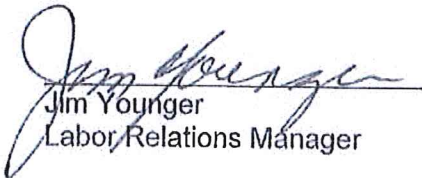
2. Any library employee in the clerk classification at the time of ratification of the 2014-2017 collective bargaining agreement who accepts a demotion into the ASA position will have their county-wide seniority date be their ASA classification date. This clause shall remain in effect through the life of the subsequent collective bargaining agreement.

3, If a clerk demotes into an ASA position and has the same county seniority date as other ASA's, seniority ties will be broken by random chance. If there is a tie between a demoted clerk and one other ASA the seniority tie will be broken by random chance. If there is a situation where random chance cannot be used because there are multiple ASAs with the same seniority date who have already had a seniority tie broken, the demoted clerk will be placed behind the other ASAs with the same seniority date.

Any dispute over the meaning, interpretation or application of the MOA shall be resolved through the grievance procedure set forth in Article 18 of the Local 88 agreement.

Agreed to this 24 day of February, 2015.

For the County:

  
Jim Younger  
Labor Relations Manager

For the Union:

  
Tyler Woodard  
Council Representative

  
Deidre Mahoney-Clark  
President