

# MEMORANDUM OF AGREEMENT

## I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter referred to as the “MOA”) are Multnomah County, Oregon, (hereinafter referred to as the “County”), and Local 88 of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the “Union”).

## II. Background

On September 12, 2019, the parties executed a first contract covering employees in the Dentist classification that included a provision in Article 17 covering employee transfers. On February 25, 2021, the Union notified the County that the language contained in the published and printed version of the contract at Article 17.IV. “Transfers” was not the same language that the parties had marked as “TA” on December 11, 2018. The County and the Union have agreed that a mutual error was committed when they drafted the Collective Bargaining Agreement at Article 17.IV and by entering into this Agreement are correcting the error.

## III. Agreement

ARTICLE 17 - GENERAL PROVISIONS shall be amended as follows in legislative format:

### IV. Transfers

**A.** Vacant bargaining unit positions will be posted internally for seven (7) calendar days prior to external recruitment to allow regular status employees to exercise the following transfer right.

**B.** Regular status employees shall be entitled to transfer within their current provider category, as defined in Article 11.III.A.2. Additionally, Preferred Providers shall be entitled to transfer into a General Dentistry vacancy.

**C.** In the event that two or more employees apply for transfer into the same position, then the employee **with the most seniority holds the right of first refusal to the position.** ~~is eligible (but not entitled) to transfer, subject to their supervisor’s review and approval.~~

D. If no regular status employee bids on the position, then an initial trial service employee is eligible (but not entitled) to transfer, subject to their supervisor's review and approval.

Agreed to this date, the 17th day of March, 2021.

For the Union:

For the County:

*Eben Pullman*

*James J. Opoka*

---

Eben Pullman  
Lead Council Representative

---

James J. Opoka  
Labor Relations Manager