

Memorandum of Agreement
~~AFSCME~~ Limited Duration Telework Stipends/Allowances

I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereafter referred to as "MoA") are Multnomah County, Oregon, (hereinafter referred to as "County"), and the Oregon Nurses Association, AFL-CIO, (hereinafter referred to as "ONA").

II. Background

On November 9, 2021, the parties negotiated changes to the terms of the MCPR 3-65, the County's Telework Personnel Rule. As a part of the bargaining, the parties agreed to make revisions to FIN-17 to provide for equipment allowances and monthly internet stipends for regular status employees. Since that agreement was made, the parties have agreed to include Limited Duration employees who have not held regular status.

III. Agreement

The parties hereby agree that to the following:

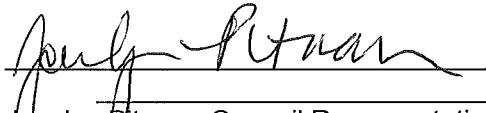
- A. A new section will be added to FIN-17, Section III, Taxable Fringe Benefits that states:
- H. **TELEWORK:** Any monetary amount given to qualifying regular status **and Limited Duration** employees with an assigned telework schedule at an offsite location is taxable income and must be reported to payroll.
1. Stipend: Provided one time for purchase of office equipment including desk, sit/stand, chair, and/or filing cabinet. Any equipment purchased with the stipend will be property of the employee. **Limited duration employees who have not held regular status will only be entitled to the equipment stipend after they have been employed for one (1) year in their limited duration assignment.**
 - a. Routine Teleworkers: employees working full time from home residence will receive a \$500 one time stipend. Amount is subject to inflation.
 - b. Hybrid Teleworkers: employees working 50% or more of their schedule from home residence and only have a shared work space available to them (or teleworking is a condition of employment) will receive a \$500 one time stipend. Amount is subject to inflation.
 2. Allowance: Provided monthly for utilities and internet usage for regular status **and Limited Duration employees.**
 - a. Routine Teleworkers: employees working full time from home residence will receive a \$40 monthly allowance. Amount is subject to inflation.
 - b. Hybrid Teleworkers: employees working 50% or more of their schedule from home residence and only have a shared work space available to them (or teleworking is a condition of employment) will receive a \$20 monthly allowance. Amount is subject to inflation.

B. This is the complete agreement between the parties and does not constitute a precedent for any similar situation in the future.


AGREED to this date, January 12, 2022.

For the Union:

For the County:



Jocelyn Pitman, Council Representative
Oregon Nurses Association



Shelly Kent, Labor Relations Director
Multnomah County