

HOOD RIVER COUNTY

AND

HOOD RIVER EMPLOYEES LOCAL UNION NO. 1082

AFSCME COUNCIL 75, AFL-CIO

(GENERAL EMPLOYEES)

THROUGH JUNE 30, 2027

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PREAMBLE

This Agreement is entered into by Hood River County, Oregon, hereinafter referred to as the "County" and Hood River Employees Local Union No. 1082, affiliated with the Oregon Public Employees Council 75 of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the "Union", and Is intended to cover rates of pay, hours of work, fringe benefits and conditions related to the employment of employees covered by the bargaining unit hereinafter described.

The parties agree as follows:

ARTICLE 1 - SCOPE OF AGREEMENT AND RECOGNITION

1.1 Scope of Bargaining Unit:

The bargaining unit covered by this Agreement shall be all Hood River County employees who work 20 hours or more per week in the following departments: Budget & Finance, Community Development, Juvenile, Health, Records & Assessment, District Attorney's Office, Veteran Service Office, and Justice Court; excluding supervisory, confidential employees, employees working less than 20 hours per week, Deputy District Attorneys, employees who work in the following departments: Sheriff's Office, Adult Parole and Probation, Forestry, Public Works, and temporary employees hired for twelve (12) months or less a year.

1.2 Recognition:

The County recognizes the Union as the sole and exclusive collective bargaining representative of all the employees covered by this Agreement for the purpose of representation on all matters related to terms and conditions of employment for such employees, except as otherwise provided in this Agreement.

ARTICLE 2 -MANAGEMENT RIGHTS

The rights to manage in every respect the functions of the “County” and of its employees are vested exclusively in the County, except to the extent that such rights are expressly modified by specific provisions of this Agreement. The County shall have the right to contract or sub-contract all work which is required by law to contract or sub-contract and may contract or sub-contract other work provided that the effect of such contracting or sub-contracting would not result in the layoff of current employees or reduction to the regularly scheduled hours of work available to current employees.

ARTICLE 3 - UNION RIGHTS

3.1 Dues Check-Off:

All employees covered by the terms and conditions of this contract shall have the voluntary choice of whether to become members of the Union. The County agrees to deduct the uniformly required Union membership dues and other authorized fees or assessments once each month from the pay of those employees who have authorized such deductions in writing.

3.2 Months:

For the purpose of calculating months to determine the beginning or end of the payroll deductions called for in the preceding Sections of this Article, dues or like amounts shall be deducted for any calendar month during which the employee works ten (10) working days or more.

3.3 Hold Harmless:

The Union will Indemnify, defend and hold the county harmless against any claims made and against any suit instituted against the County as a result of any action taken pursuant to the

provisions of this Article. The Union and the County each agree to reimburse any monies paid or not paid in error within thirty (30) days of notification of such error.

3.4 Notifications:

The Employer will notify the Union monthly of all new hires and/or changes in the following for existing employees: the employee's name, home address, classification, rate of pay and date of employment, job title, status change such as retirement or leaving a bargaining unit position. The Union will provide notice to the County in writing, on a mutually agreed upon form, of the employees who have chosen to become members of the Union. Additionally, the Union shall notify the employer of newly elected or appointed to Union office.

3.5 Designated Union Representatives

The County will comply with ORS 243.798 – Reasonable Release Time and ORS 243.804 – Reasonable Access to Employees for Designated Representatives who are certified in writing submitted to the County by the Union council.

ARTICLE 4 - SENIORITY

Seniority is the length of continuous service worked by an employee in a Department for the County. Seniority shall be broken if an employee:

- a) Quits;
- b) Is discharged for just cause;
- c) Is laid off and fails to respond to written notice as provided in Article 17, Section 17.2;
- d) Is laid off work for a period of time greater than twelve (12) months or a period of time equal to their seniority, whichever is shorter;
- e) Fails to report to work at the termination of an extended leave of absence;

- f) While on leave of absence accepts employment without permission;
- g) Retires.

ARTICLE 5 - HOURS OF WORK

5.1 Work Day:

The workday for full-time employees shall be eight (8) hours in duration plus an unpaid lunch period of not more than one (1) hour.

5.2 Work Week:

The regular work week for full-time employees shall normally consist of five (5) consecutive workdays of eight (8) hours. Alternative work schedules such as 4/10-hour days may be scheduled by mutual agreement between the employee, department head and with the final approval of the County Administrator. Employees working alternative work schedules will continue to accrue sick leave benefits at 8 hours per month, 96 hours per year, and vacation accrual on the same hourly formula, regardless of the utilization for time off. Holidays will be compensated at 10 hours a day. When a holiday falls on a non-scheduled Friday of a four-day work week, the employee will receive Thursday of that week off as holiday with pay. When a holiday falls on a non-scheduled Monday of a four-day work week, the employee will receive Tuesday of that week off as holiday with pay.

5.3 Rest Periods:

Oregon law requires an employer-paid rest period of not less than ten (10) minutes, but the County provides fifteen (15) minute paid rest periods, every segment of four (4) hours or a major part thereof (two [2] hours and one [1] minute through four [4] hours) worked in one (1) work period. This time must be taken in addition to and separately from required meal periods.

The rest period should be taken as nearly as possible in the middle of the work segment. Employees may not add the rest period to a meal period or deduct rest periods from the beginning or end of the employee's work shift.

5.4 Meal Periods:

All employees shall be granted an unpaid meal period during each work shift. To the extent consistent with operating requirements of each Department, each meal period shall be scheduled as near as possible to the middle of the workday. Meal periods of at least thirty (30) minutes will be provided to employees who work six (6) or more hours in one (1) work period. No meal period is required if the work period is less than six (6) hours. Additional meal periods will be provided to employees who work fourteen (14) hours or more in a shift. Employees will be relieved of all duties during the meal period. Under exceptional circumstances, an employee may need to perform duties during a meal period. When that happens, the employee will be paid for the whole meal period.

5.5 Work Schedules:

All shifts shall have an established starting and quitting time. Unless mutually agreed upon by the employee(s) and the Department Director, the Department Director shall give employees in the Department five (5) days' notice of any change in their work schedule, except in an emergency situation beyond the control of the County.

ARTICLE 6 - OVERTIME

6.1 Overtime:

Employees shall receive overtime for all hours worked beyond eight (8) hours in a work day and forty (40) hours in any one work week. Overtime shall be paid at the rate of one and

one half (1-1/2) times the employee's regular rate of pay. Employees working ten (10) hour a day shifts shall receive overtime for all hours worked beyond ten (10) hours in a work day and forty (40) hours in a work week.

6.2 Form of Compensation:

Overtime compensation shall be in the form of compensatory time off or cash, as determined by the Department Head. In no event shall an employee be allowed to accrue more than 40 hours of compensatory time. In the event an employee's compensatory bank has reached 40 hours, all overtime thereafter will be paid.

6.3 Callback:

In the event an employee is called back to work outside of their normal work shift and not previously scheduled in advance, they shall be reimbursed at a minimum of three (3) hours pay at one and one-half (1-1/2) the employees normal pay rate. Call-backs within the same three (3) hour period shall be considered one call-back. The form of compensation for call-back shall be at the Department Head's discretion.

6.4 Standby:

Employees who are placed on standby shall be compensated in accordance with 6.3 Call-Back, if called to duty.

ARTICLE 7 – COMPENSATION

7.1 Pay Day:

Employees shall be paid 24 times per year. Pay periods shall be computed twice monthly, with the first period running from the 1st day of the month through the 15th day of the month. The employee's wages for the first pay period shall be paid by noon on the twenty-third

(23rd) day of the month and the wages for the second pay period shall be paid by noon on the eighth (8th) day of the following month. In the event the 8th or the 23rd falls on a Saturday, Sunday or holiday, the employees shall be paid on the last Friday before the 8th or 23rd or the last actual week day in that week.

If the regular payday, as described above, falls on a Monday which is a holiday, employee pay checks will be available by noon on the preceding Friday or as outlined in the above paragraph.

The County has established an automatic direct deposit system for employee paychecks consistent with this article. It shall be the employee's responsibility to designate a receiving financial institution that has the compatibility to conduct such transactions with the County's financial institution. In the event the County determines to discontinue direct deposits in the future, the County agrees to negotiate with the Union for a period not to exceed 90 days, if so requested by the Union.

7.2 Trial Employees:

Until such time as a new employee has been designated as a regular employee by the County, they shall be designated trial employee and shall be subject to termination without recourse to any claim whatsoever of a violation hereof. A new employee shall be designated as a regular employee after nine (9) months of employment, which may be extended with mutual agreement between the County and the Union. The successful completion of the Trial Period will establish the anniversary date of the position and advance the employee to the next step of the salary schedule. After an employee who has successfully completed their Trial Period may not be discharged except as provided in Article 18.

New employees still within their trial period may utilize sick leave and personal holiday after thirty (30) days and accrued vacation after ninety (90) days.

7.3 New Employees:

Employees newly hired or appointed After July 1, 2017, upon recommendation from the department head of satisfactory completion of the trial period specified in Section 7.2 shall attain regular employee status and advance one step on the salary schedule (“Regular Employment Status Date”). This step increase establishes the annual anniversary date for future annual advances.

Regular Employment Status Date	Step Advance Effective
1 st of the Month	1 st of the Month
2 nd – 16 th of the Month	16 th of the Month
17 th – 31 st of the Month	1 st of the Following Month

7.4 Step Advance:

Each regular employee, with the recommendation of the department head, shall annually advance one step on the salary schedule until the top of their salary schedule is reached (“Position Anniversary Date”). Part-time employees shall advance in accordance with the same calendar requirements as full-time employees. Denial of step increase shall not be for arbitrary or capricious reasons.

Step Advances shall be paid as follows:

Position Anniversary Date	Step Advance Effective
1 st of the Month	1 st of the Month
2 nd – 16 th of the Month	16 th of the Month
17 th – 31 st of the Month	1 st of the Following Month

7.5 Promotions:

An employee promoted to Step 1 of a different position, upon recommendation from the department head of satisfactory completion of the probationary period specified in Section 7.6, shall attain regular employee status at the new position and advance one step on the salary schedule.

Each promoted employee, with the recommendation of the department head, shall advance one step on the salary schedule on the employee's position anniversary date. Part time employees shall advance on the same schedule as full-time employees. Promoted employees shall receive step increases in the manner set forth in Section 7.4.

7.6 Promotional Probation:

Any employee who has successfully completed an initial trial service period may not be discharged except for just cause as provided in Article 18 hereof. Such an employee may, however, during the first six (6) months after promotion or lateral transfer, be returned to their previous position without recourse to any claim whatsoever of a violation hereof.

7.7 Vehicle Expense:

In the event an employee is required to use a privately owned vehicle for the benefit of the County, mileage reimbursement shall be at the prescribed County rate.

7.8 Longevity:

Longevity is based on years of continuous employment with Hood River County. Longevity will be recognized beginning at the completion of each 5 year increment beginning at the completion of year 5 and continuing up to and through the 30th year of service. All longevity will be paid as a separate additional pay on base monthly earnings. The value will appear on the employee Statement of Earnings and Deductions as a separate line item with a clear description for years of service being recognized. Longevity paid is 2.5% per completion of each 5 year increment. Longevity shall not be applied retroactively should a County employee transition into this bargaining unit.

7.9 Bilingual English/Spanish:

The County shall pay \$125.00 per month to job positions that, in the County's sole discretion must utilize a bilingual English/Spanish skill as an essential function of that job position.

The County shall pay \$150.00 per month to employees who have obtained a certification in Spanish medical transcription and such certification is used in the course of the employee's duties.

ARTICLE 8 - VACATION LEAVE

8.1 Accrual:

It is the policy of Hood River County to provide regular full or part-time employees with vacation time. The rate of vacation earning is determined by the employee's length of service from their hire date. Employees shall start accruing vacation benefits from their first date of

employment. Accrued vacation may be used after 90 days of continuous employment as approved by the department’s leadership.

Resignation, retirement or termination of an employee within their initial employment trial period shall cancel and nullify the employee’s right to vacation payout based on the partial year’s employment. Employees who have obtained “regular employee” status, after the initial trial period, will be paid out unused accrued vacation on the date of their resignation, retirement or termination.

Vacation Accrual Rates Per Years of Employment (Full Time**)		
Up to 1 year	8 hours per month	96 hours total
2 nd Year thru end of 5 th Year	10 hours per month	120 hours total
6 th Year thru end of 9 th Year	11 hours per month	132 hours total
10 th Year thru end of 14 th Year	12 hours per month	144 hours total
15 th Year thru end of 19 th Year	14 hours per month	168 hours total
20 th Year and above	17 hours per month	204 hours total

** Part time employees vacation accrual rate shall be pro-rated based on the number of hours worked.

Temporary and seasonal employees shall not accrue vacation benefits. Employees receiving Worker’s Compensation shall not accrue vacation after being off work for all or part of two consecutive payroll periods. Employees shall be permitted to accumulate vacation hours to double the annual accrual rates for years 0 thru 19, with a maximum accrual for year 20+ being 384 hours.

Vacation earnings shall not be credited to employees over the maximum accrual allowed. If an employee reaches their maximum vacation accrual and is no longer receiving vacation credit they will be required to take a minimum of 40 hours vacation. Department Leadership has the final determination of vacation time, based on operational needs and the availability of vacation coverage, and shall respond granting or denying the vacation requests in writing within two weeks of receipt of the request. Departmental seniority shall apply in determining vacation scheduling. If the employee has been denied vacation requests at least two times in the last 12 months, up to 40 hours of vacation may be paid out to the employee, in lieu of taking time off. Any exception or vacation payout must be pre-approved by the County Administrator with notice to the Budget & Finance Department.

Maximum Vacation Accrual Per Years of Employment	
Up to 1 year	192 hours total
2 nd Year thru end of 5 th Year	240 hours total
6 th Year thru end of 9 th Year	264 hours total
10 th Year thru end of 14 th Year	288 hours total
15 th Year thru end of 19 th Year	336 hours total
20 th Year and above	384 hours total cap

Employees shall be able to take vacation time in increments of one quarter (0.25) hours or more.

8.2 Part-Time Employees:

Part-time employees shall be credited with vacation pro-rata that amount indicated in Section 1 of this Article that their normal or average hours of work each month compares to the hours of work of regular employees.

8.3 Vacation Use and Carry-Over:

Unless previously approved by the County Board of Commissioners, or its designees, no employee shall accumulate more than two times their annual accrued rate, and no employee shall fail to take less than five (5) working days of paid vacation each year after one (1) full year of continuous employment.

In no case shall an employee lose vacation time if they are unable to take time off due to the operational needs as approved by the County.

8.4 Payment in Lieu of Vacation Time:

No employee shall be paid extra wages or salary over and above the regular amount paid in lieu of annual leave or for working instead of utilizing vacation time earned, unless they have prior written approval from the Board of Commissioners.

8.5 Payment Upon Termination:

Upon termination of an eligible employee for any reason, accumulated vacation shall be paid in the employee's name.

ARTICLE 9 - SICK LEAVE

9.1 Accumulation:

All employees will earn eight (8) hours of sick leave with pay for each full calendar month worked. A total of 1040 hours of sick leave may be accrued by each employee. Sick leave shall not accrue during any period of leave of absence without pay.

9.2 Trial Service:

Newly hired trial employees may utilize sick leave after thirty (30) days of employment as indicated in Section 9.4 of this Article.

9.3 Part-Time Employees:

Part-time employees shall be credited with sick leave pro-rata that amount indicated in Section 1 of this Article that their normal or average hours of work each month compared to the hours of work of regular employees.

9.4 Utilization of Sick Leave:

Hood River County recognizes that employees will need days off from work from time to time to address their medical needs. Sick leave may be used in accordance with the following provisions:

- Sick leave may not be used prior to accrual.
- If sick leave is exhausted, annual leave may be used in its place.
- Sick leave may be used for the diagnosis, care or treatment of a mental or physical illness, injury or health condition or need for preventive medical care. This is available for the employee or their covered family member.
 - “Family member” means the eligible employee’s spouse, same-gender domestic partner (as described in ORS 106.300 to 106.340), biological child, adopted child, stepchild, foster child; same-gender domestic partner’s child, parent, adoptive parent, stepparent, foster parent, parent-in-law; same-gender domestic partner’s parent, grandparent, grandchild; and any individual with whom the employee has or had an *in loco parentis* relationship.

- For any purpose allowed under the Oregon Family Leave Act, including bereavement leave.
- If the employee, or the employee’s minor child or dependent, is a victim of domestic violence, harassment, sexual assault or stalking as defined by Oregon law and requires leave for any of the purposes under Oregon’s domestic violence leave law (ORS 659A.272).
- In the event of certain public health emergencies or other reasons specified under Oregon’s sick leave law. If the employee is on leave under the Family and Medical Leave Act (FMLA), paid sick leave or paid annual/vacation leave must be used initially as part of the FMLA leave.

Employees absent from work for a qualifying reason may use accrued sick time hours for that reason and on each subsequent day of absence. An employee who has a sick leave absence in excess of three consecutive workdays may be required to present medical documentation for the absence.

For further assistance, please see Hood River County Employee Handbook “FMLA/OFLA/Paid Leave Oregon Policy”

An employee shall not work for any employer, other than the County, while on sick leave until such time as they have requested, in writing, and received permission from the Department Head. Permission may be given where the work requested to be performed will not aggravate, prolong or complicate their illness or injury.

9.5 Retirement Credit:

The County agrees to exercise its options under ORS, Chapter 238, requesting the Public Employees Retirement System to include the monetary value to one-half (1/2) the accrued value

of the accumulated sick leave of each retiring employee in computing the employee's "final average salary". This obligation shall be as directed by ORS Chapter 238, and the County shall incur no further obligation as a result of this Section.

9.6 Bereavement Leave:

Employees may take up to two (2) weeks of unpaid leave in accordance with the Oregon Family and Medical Leave Act. Additionally, the County provides employees up to three (3) days paid bereavement leave, which is concurrent with any other bereavement allowed by law.

ARTICLE 10 - LEAVE OF ABSENCE

10.1 Criteria and Procedure:

The County will consider a written application for leave of absence without pay not to exceed 180 calendar days if the County finds there is reasonable justification to grant such leave and that the work of the Department will not be seriously hindered by the temporary absence of the employee. The County may terminate or cancel such leave by 30 days written notice mailed to the address given by the employee on their written application for such leave. Such leave shall not be approved for the purpose of accepting employment outside the service of the County, and notice that the employee has accepted permanent employment or entered into full-time business or occupation may be accepted by the County as resignation.

Any employee who is granted a leave of absence without pay under this Section, and who for any reason fails to return to work at the expiration or termination of said leave of absence, shall be considered as having resigned their position with the County, and their position shall be declared vacant, unless the employee, prior to expiration of their leave of absence, or prior to the termination date, has furnished evidence that they are unable to work by reason of sickness, physical disability or other legitimate reason beyond their control, and seeks an extension of

leave for such reason. Such a request for extension shall be in writing. An extension shall be granted only for a specified period of time, and only if the County determines that the request is reasonable and justified, and that the extension may be granted without unduly hindering the operation of the Department.

10.2 Jury Duty:

An employee shall be granted leave with pay for jury duty, provided that such employee shall report for regular duty if the jury duty does not require a full shift or at such times as jury duty ends prior to the end of the normal work day.

10.3 Witness Leave:

Leave with pay shall also be granted to an employee subpoenaed as a witness in a criminal, civil or other official proceeding or trial provided they are not a party in interest to the proceeding and that such subpoena is related to their official duties with the County. As a condition of approval of leave for jury or witness duty with full pay, the employee must agree to turn over to the County all jury and witness fees at the time they are received, except mileage. No paid leave will be allowed when the Union is a party to the proceeding, unless otherwise required by ORS 243.798.

10.4 Military Leave:

Military leave shall be granted in accordance with applicable Federal and State statutes.

10.5 Voting Time:

Employees who are registered voters shall be granted adequate time to vote on any official election day, if, due to shift or work scheduling, they would otherwise not be able to vote.

10.6 Parental Leave:

Parental/Family leave will be granted in accordance with the applicable State or Federal Medical Leave Act which most benefits the employee.

ARTICLE 11 - HOLIDAYS

11.1 Holidays:

The following shall be recognized as holidays:

New Year's Day	Labor Day
President's Day	Veterans' Day
Martin Luther King Jr. Birthday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day
Juneteenth	

Whenever a holiday falls on Sunday, the following Monday shall be observed as a holiday in that year. Whenever a holiday falls on Saturday, the preceding Friday shall be observed as the holiday in that year. The dates for the above holidays shall be those designated by Oregon State Law defining legal holidays in ORS 187.010 and ORS 187.020 or any subsequent amendments.

11.2 Personal Holidays:

Each employee shall select four (4) personal holidays during each calendar year. Such holidays shall be subject to the scheduling needs of the Department, but in no event shall an employee lose their personal holidays where they are unable to take time off due to the requirements of the Department. Full time employees shall receive thirty-two (32) hours per year. Part-time employees shall receive personal holidays on a pro-rated basis. New hire

employees shall be required to work one (1) month prior to being eligible to utilize their personal holidays.

If an employee is unable to take their personal holiday(s) during a calendar year due to the operational needs of the County, they shall be able to carry hours over to the next year. Alternatively, based on availability of the County's budget, employees, upon the end of the County's fiscal year (June 30), may elect to convert up to sixteen (16) hours of unused personal holiday into a County contribution into an employee VEBA

11.3 Holiday Pay:

Employees shall receive eight (8) hours pay for each of the holidays listed above on which they perform no work.

a) To be eligible for holiday pay, an employee must have been employed at least ten (10) days prior to the holiday and in a pay status for the entire regular work day before and after the holiday.

b) Part-time employees shall be credited with holiday pay pro-rata based on their normal average hours of work each month compared to the hours of work each month for regular employees.

c) Full-time employees who are regularly scheduled to work forty (40) hours per week and who's regularly scheduled day off falls upon the day of a holiday observance, shall be compensated for an additional eight (8) hours at the straight time hourly rate or will be scheduled for time off the day before or after the holiday, dependent on the needs of the department.

11.4 Holiday Work:

All work performed on the day of a holiday observance shall be compensated at one and one-half times the employees' regular rate of pay and in addition to any holiday pay provided for herein.

11.5 Holiday During Leave:

Should an employee be on authorized leave when a holiday occurs, such holiday shall not be charged against that leave except in accordance with FMLA and OFLA.

ARTICLE 12 - WORKERS' COMPENSATION

All employees will, in accordance with the applicable statutes, be insured under the Worker's Compensation Law. The employee may utilize any accrued leave for the first three calendar days if the period of the temporary disability is for less than 14 calendar days (for non-hospitalized injuries). The employee will reimburse any accrued leave bank equal to any compensation paid for the same period by Worker's Compensation. During the period that the employee qualifies for time loss benefits (but not after a permanent disability has been awarded or after the employee has been certified to return to full or partial duty), the County will continue to contribute towards the cost of Medical, Dental and Life Insurance as though the employee was working.

ARTICLE 13 - WAGES

13.1 Wages:

Effective July 1, 2024, the hourly and equivalent monthly rates in effect prior to the July 1 of that year shall be increased by three and one half (3.5%) percent.

Effective July 1, 2025, and July 1, 2026, the hourly and equivalent monthly rates shall be increased based on the Consumer Price Index - U.S. City Average for All Urban Consumers for All Items

prepared by the Bureau of Labor Statistics, with a minimum increase of two (2%) percent and a maximum increase of five (5%) percent.

The increase will be calculated on the average of the monthly increases for the prior calendar year, rounded to the nearest tenth (10th).

13.2 New Classification:

When any position not listed in the Wage Schedule is established, the County shall designate a pay rate for the position and notify the Union. In the event the Union does not agree that the rate is proper, the Union shall, within fourteen (14) calendar days of the County's notice, notify the County that it wishes to meet and negotiate wages for the new classification. This section shall not preclude the County from implementing the classification and the wage schedule prior to any negotiations.

13.3 Classification Reviews:

An employee whose position has not previously been analyzed for reclassification, or whose duties have significantly changed, may apply for reclassification by submitting a request to their Department head.

ARTICLE 14 - HEALTH AND WELFARE

14.1 Health, Dental and Life Insurance:

The County shall contribute 85% of the premium for the full time employee and/or employee and dependents each month on either plan. The employee will contribute 15% of the

premiums. The County will contribute 85% of the employee only rate per month for part time employees.

(Note: The County does not intend to provide dual or double coverage for an employee whose spouse is also covered under a County medical plan.)

If the employee and spouse are both employed by Hood River County, the County shall provide coverage at 85% of the Employee and Spouse premium rate for the applicable year for one full time employee per month until such time as another dependent is added to the coverage.

The County will contribute 85% of the employee only rate per month for part time employees. If the employee and spouse are both employed by Hood River County, the County shall provide coverage at 85% of the Employee or Employee and Spouse premium rate for the applicable year for one full time employee per month until such time as another dependent is added to the coverage.

The County shall make available to employees, 30 days in advance of each contract year, a choice of health plans unless the Benefit and Fact Finding Committee recommends a single plan. The County will not voluntarily change insurance carriers or benefit levels without first arranging to meet with the Education and Fact Finding Benefit Committee member volunteers and elected union officers to consider alternative plans and/or benefit levels. The Committee will make recommendations to the Board of Commissioners.

One plan shall include vision coverage.

The County shall provide dental insurance coverage for eligible employees.

The County shall contribute a maximum of \$105.00 per month for full family dental coverage.

The County shall provide a Life Insurance plan for each eligible employee.

14.2 Effective Date:

Medical, dental and life insurance shall become effective for employees on the first of the month following their date of employment. In order to maintain coverage, an employee needs to

work 80 hours or more in the preceding month. Hours of work shall include sick leave hours, vacation hours, compensatory hours and holiday hours.

14.3 Retirement Pick-Up: The County will pick up or pay the employees' 6% retirement contribution to the Oregon Public Service Retirement Plan or its successor for all eligible employees.

14.4 Personal Choice Account:

Annually, the County agrees to offer employees, a pre-tax compensation benefit Section 125 program, subject to authority and availability by the IRS.

14.5 VEBA:

The County shall establish a medical savings account, Voluntary Employees' Beneficiary Association (hereinafter VEBA) Plan under Section (c) (9) of the internal Revenue Code for each employee of the Union. The County shall make monthly contributions of fifty dollars (\$50) to said accounts. Additionally, based on availability of the County's budget, employees, upon the end of the County's fiscal year (June 30), may elect to convert up to sixteen (16) hours of unused personal holiday into a County contribution into an employee VEBA.

ARTICLE 15 - GRIEVANCE PROCEDURE

It is recognized that from time to time questions may arise concerning the provisions of this Agreement. To accommodate the amicable and timely resolution of such questions, the parties agree that when the parties to this Agreement disagree as to the respective interpretation or application of the provisions of this Agreement, such disagreement shall be settled according to the terms herein-under provided.

Step 1: The aggrieved employee shall, within seven (7) calendar days of the occurrence of their demonstrated first knowledge, whichever shall occur later, meet with the immediate supervisor in an effort to resolve the grievance informally. Any grievance resolved at Step 1 is non-precedent setting.

Step 2: If the grievance is not resolved in Step 1, it shall be filed in writing with the Department Head within twenty-eight (28) calendar days of the occurrence of the grievance or the employee's demonstrated first knowledge of same, whichever shall occur later. The written grievance shall provide:

a) A specification as to the specific County action or lack of action that is the cause of the grievance;

b) The specific Article(s) and Section(s) and Subsection(s) thereof alleged to have been violated; and

c) The specific adjustment required. The Department Head shall investigate the particulars of the grievance and shall furnish a written reply within seven (7) calendar days of receipt.

Step 3: If the grievance is not resolved in Step 2, above, it shall be referred in writing to the County Commission or designee, the Union on behalf of the employee, within fourteen (14) calendar days thereafter. The written notice shall contain the items required in the notice specified in Step 2. The County Commission shall consider the matter and shall issue a written decision within twenty-one (21) calendar days of the date the dispute is submitted to them.

Step 4: In the event the County Commission's decision is not satisfactory, the Union may, within fourteen (14) calendar days after receiving the written reply, serve written notice to the

County Commission or designee of its intention to initiate mediation through the Conciliation Service of the Employee Relations Board.

Failure by the County to respond to a grievance within the time limits specified herein, shall constitute the County's rejection of the grievance at that step and allow the grievance to be pursued by the Union at the next step. Failure by the Union to pursue the grievance on a timely basis at any step, as outlined in this Article, shall constitute a dismissal of the grievance. The Union shall not be required to pursue any grievance which, in its sole determination, lacks merit.

ARTICLE 16 - GENERAL PROVISIONS

16.1 No Discrimination:

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, sex, marital status, race, color, creed, national origin, religious beliefs, sexual orientation, union affiliation, veteran status, physical or mental handicap disability, or political affiliation. The County shall provide benefits to same-sex domestic partners under this Agreement to the same extent as it does for spouses, subject to availability of domestic partner benefit coverage from the County's employee insurance carriers. The Employee shall successfully meet the definition of same sex domestic partner and sign an affidavit provided by the County in accordance with said definition. The Union shall share equally with the employer the responsibility for applying this provision of the Agreement.

16.2 Personnel Files:

A copy of all reports, memoranda or notes pertaining to an employee's job performance or attitude which are to be placed in this personnel file, will be given to the affected employee. An employee shall be allowed to inspect their personnel file at any reasonable time. Any

reprimand or other record of disciplinary action may be removed from the employee's personnel file after one (1) year from the date of its issuance provided the employee requests its removal and the department head agrees to remove the material.

Employees shall be allowed to respond in writing to any material placed in their file and have such written response placed in their file.

16.3 Bulletin Board:

The County agrees to allow the Union to use the existing bulletin boards located in the Courthouse break room, and Health Department break room. The Union shall limit its posting of notices and bulletins to such bulletin boards and contents of such notices and bulletins shall be limited to information as it relates to employees and Union business. Such content shall not contain inflammatory or derogatory material as determined by the County. The Union may post meeting notices on the main Courthouse Bulletin Board, but only one notice shall be posted at any time.

16.4 Travel Pay:

Whenever an employee is required to travel in the performance of their duty, such employee shall be allowed, in addition to their compensation, the actual and necessary travel expenses as defined in the County's Personnel Code.

16.5 Job Posting:

Except in emergency situations, the County agrees to post all job vacancies including new positions within the bargaining unit and for supervisory positions within the County for a minimum period of five (5) working days upon the established bulletin boards at all general employees work locations prior to filling the position.

ARTICLE 17 - LAYOFF AND RECALL

17.1 Layoff

In the event the County deems it necessary to lay off employees, such layoff shall occur within affected job classifications as determined by the County. Employees may bump to lower or lateral classifications within the work unit, provided that the employee has the knowledge, skills and ability to perform the duties of the classification in the position description, and has greater seniority than the incumbent to that classification. In the event 2 or more employees are determined equally qualified by the County, the senior employee shall be retained. In the event the Union considers the Supervisor's above determination as relative qualifications and ability to have been arbitrary and in bad faith, it may submit that question as a grievance for handling in accordance with the grievance procedure, commencing at Step 2. If an employee receives layoff notice, the County may make a reasonable effort to place the employee in another vacant County position, provided that the employee has the required knowledge, skills and ability.

Whenever possible, the County will give thirty (30) days' notice of layoff, and in no event less than fifteen (15) days' notice. Employees laid off shall be compensated for any accrued vacation hours and compensatory time hours.

17.2 Recall

In the event a reduction in force has occurred, employees will be recalled in the reverse order of lay off, provided such employee is qualified to perform the available work. Such recall shall first be offered to the most senior employee that left the position that is available.

Any employee will be eligible for recall for twelve (12) months after the date of their layoff. The County shall notify a laid-off employee of a position opening by registered letter, return receipt requested, at their address of record as maintained in the employee's personnel

file. It shall be the employee's responsibility to ensure that their current address is on file at the time the layoff occurs and to provide in writing by certified mail notification of any change of address following the date of layoff.

The laid-off employee, upon receipt of notification of recall, shall send by certified mail a letter of Intent post-marked no later than fifteen (15) calendar days from the date of receipt of such notification, indicating their acceptance or rejection of the position and have an additional fourteen (14) days thereafter in which to begin active employment. If the employee cannot be reached at their address of record or if they reject any position offered to them which is at least equivalent to the one held prior to layoff, they shall forfeit all re-employment rights. Employees who wish to waive re-employment rights may do so by written notification to the County. Employees returning from layoff shall have previously accrued sick leave and seniority reinstated, but shall not receive benefits for the period of layoff.

ARTICLE 18 - EMPLOYEE DISCIPLINE

18.3 Discipline:

Disciplinary action may include, but is not necessarily limited to, the following:

- a) Written reprimand;
- b) Demotions;
- c) Suspension;
- d) Discharge.

A written reprimand may include notice of suspension, demotion or disciplinary probation or warning of further disciplinary action which will ensue upon repetition or further cause for disciplinary action.

Disciplinary action may be imposed upon an employee for failing to fulfill their responsibilities as an employee of the County. Conduct of an employee which hinders the operation of the County shall be considered just cause for disciplinary action. Also, the willful giving of false information, or the withholding of information in making application for employment or willful violation of departmental rules, shall be considered just cause for disciplinary action. Any disciplinary action imposed upon an employee shall be protested only as a grievance through the regular grievance procedure. If the department head or other supervisory employee has reason to discipline one or more of their employees, they shall make reasonable efforts to impose such discipline in a manner that will not unduly embarrass or humiliate the employee or the public.

ARTICLE 19 - STRIKES AND LOCKOUTS

During the term of this Agreement and any extension thereof, there will be no strikes, no work slowdowns, nor any other concerted interruptions of County service by the employees, actual or constructive. Employees in the bargaining unit, while acting in the course of their employment, shall not honor any picket line established by the Union or by any other labor organization when called upon to cross such picket line in the line of duty. Disciplinary action may be taken by the County against any employee or employees engaged in a violation of this Article. There shall be no lockout of employees in the unit by the County as a consequence of any dispute arising during the period of this Agreement.

ARTICLE 20 - SAVINGS CLAUSE

In the event any Article, Section or portion of this Agreement should be held invalid and unenforceable by any court of competent jurisdiction, such decision shall apply only to the

specific Article, Section or portion thereof specified in the court's decision, and the remainder of this Agreement shall not be affected thereby, and upon issuance of such a decision, the County and the Union will enter into collective bargaining negotiations for the purpose of arriving at a mutually satisfactory replacement.


ARTICLE 21 – DURATION AND TERMINATION

This Agreement shall be effective upon the date of signing by both parties, and shall remain in full force and effect and until June 30, 2027. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing not later than January 15, prior to the expiration of subsequent anniversary date that it wishes to modify this Agreement for any reason. In the event such notice is given, negotiations shall begin not later than thirty (30) days after said notice.

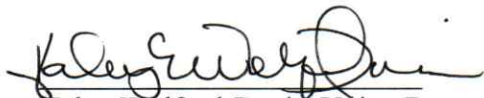
FOR THE UNION:

Date: 11/7/24


Micaela Keller, Local President

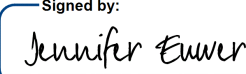

Ian Stromquist, Vice President

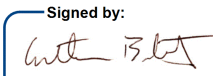
Date: 11/7/24

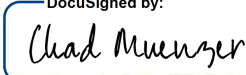

Haley Wolford-Davis, Union Representative

FOR THE COUNTY:

Date: 11/26/2024 | 11:33 AM PST

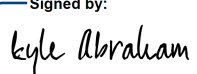
Signed by:

Chair, Board of Commissioners

Signed by:

Commissioner

DocuSigned by:

Commissioner

Signed by:

Commissioner

Signed by:

Kyle Abraham
Approved as to form

Hood River County, Oregon
Pay Schedule
7/1/2024 - 6/30/2025

APPENDIX "A"

7-1-2024 - 3.5% Salary Adjustment		AFSCME 1082 - General Employees										
Grade Level	Position Title	Entry Step (Range Min)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	AFSCME 1082 - General: Appraisal Aide (Grade 1A) Health Services Assistant (Grade 1B) WIC Paraprof. Certifier (Grade 1C)	\$45,639	\$47,465	\$49,363	\$51,338	\$53,392	\$55,527	\$57,748	\$60,058	\$62,461	--	--
	Hourly Rate	\$21.9420	\$22.8196	\$23.7324	\$24.6817	\$25.6690	\$26.6958	\$27.7636	\$28.8741	\$30.0291		
2	AFSCME 1082 - General: Accounts Payable Clerk II (Grade 2A) Code Specialist II (Grade 2B) Legal Secretary (Grade 2C) Office Specialist II (Grade 2D) Planning/Building Technician (Grade 2E) Records & Assessment Clerk I (Grade 2F)	\$48,230	\$50,159	\$52,165	\$54,252	\$56,422	\$58,679	\$61,026	\$63,467	\$66,006	--	--
	Hourly Rate	\$23.1874	\$24.1149	\$25.0795	\$26.0827	\$27.1260	\$28.2110	\$29.3394	\$30.5130	\$31.7335		
3	AFSCME 1082 - General: Appraiser (Grade 3A) Code Specialist III (Grade 3B)**See MPA Below Court Clerk (Grade 3C) Health Accounting Clerk (Grade 3D) Management Support Technician (Grade 3E) Records and Assessment Clerk II (Grade 3F) Veterans Service Officer (Grade 3G)	\$52,933	\$55,050	\$57,252	\$59,542	\$61,924	\$64,401	\$66,977	\$69,656	\$72,442	--	--
	Hourly Rate	\$25.4485	\$26.4665	\$27.5251	\$28.6261	\$29.7712	\$30.9620	\$32.2005	\$33.4885	\$34.8281		
4	AFSCME 1082 - General: Chief Deputy Tax Collector (Grade 4A) Records & Assessment Tech., Senior (Grade 4B)	\$57,912	\$60,229	\$62,638	\$65,143	\$67,749	\$70,459	\$73,277	\$76,208	\$79,257	--	--
	Hourly Rate	\$27.8424	\$28.9561	\$30.1143	\$31.3189	\$32.5716	\$33.8745	\$35.2295	\$36.6387	\$38.1042		
5	AFSCME 1082 - General: Assistant Planner (Grade 5A) Code Compliance Coordinator (Grade 5B) Environ. Health Specialist, Associate (Grade 5C)	\$60,472	\$62,891	\$65,407	\$68,023	\$70,744	\$73,574	\$76,517	\$79,578	\$82,761	\$86,071	\$89,514
	Hourly Rate	\$29.0733	\$30.2362	\$31.4457	\$32.7035	\$34.0117	\$35.3721	\$36.7870	\$38.2585	\$39.7888	\$41.3804	\$43.0356
6	AFSCME 1082 - General: Environmental Health Specialist (Grade 6A) Juvenile Justice Counselor (Grade 6B) Public Health Nurse (Grade 6C) Associate Planner (6D)	\$65,261	\$67,871	\$70,586	\$73,410	\$76,346	\$79,400	\$82,576	\$85,879	\$89,314	\$92,887	\$96,602
	Hourly Rate	\$31.3755	\$32.6305	\$33.9357	\$35.2932	\$36.7049	\$38.1731	\$39.7000	\$41.2880	\$42.9395	\$44.6571	\$46.4434

Hood River County, Oregon
 Pay Schedule
 7/1/2024- 6/30/2025

APPENDIX "A"

7-1-2024 - 3.5% Salary Adjustment		AFSCME 1082 - General Employees										
Grade Level	Position Title	Proposed Entry Step (Range Min)	Proposed Step 1	Proposed Step 2	Proposed Step 3	Proposed Step 4	Proposed Step 5	Proposed Step 6	Proposed Step 7	Proposed Step 8	Step 9	Proposed Step 10
8	AFSCME 1082 - General: Principal Planner (Grade 8A)	\$74,836	\$77,829	\$80,942	\$84,180	\$87,547	\$91,049	\$94,691	\$98,479	\$102,418	\$106,514	\$110,775
	Hourly Rate	\$35.9787	\$37.4178	\$38.9145	\$40.4711	\$42.0899	\$43.7735	\$45.5245	\$47.3455	\$49.2393	\$51.2088	\$53.2572

7-1-2024 - 3.5% Salary Adjustment		Market Premium Adjustment: AFSCME 1082- General Employees									
Grade Level	Title	Proposed Entry Step (Range Min)	Proposed Step 1	Proposed Step 2	Proposed Step 3	Proposed Step 4	Proposed Step 5	Proposed Step 6	Proposed Step 7	Proposed Step 8	
3MPA	AFSCME 1082 - General: Code Specialist III, (Grade 3MPA)	\$68,283	\$71,014	\$73,855	\$76,809	\$79,881	\$83,077	\$86,400	\$89,856	\$93,450	
	Hourly Rate	\$32.8283	\$34.1414	\$35.5071	\$36.9274	\$38.4045	\$39.9407	\$41.5383	\$43.1998	\$44.9278	