

# Memorandum of Agreement

## I. Parties

This Memorandum of Agreement is entered into by Multnomah County, Oregon, hereinafter referred to as the County, and Local 88-4 Physicians Classification, of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union.

## II. Background

WHEREAS, Article 7, Compensation, Section IV, Premium pertaining to Corrections After Hours/On-Call fifteen percent (15%) Premium creates an compensation inequity between part-time and full-time Physicians who carry pagers; and

WHEREAS, it's the desire of the parties to rectify this inequity; and

WHEREAS: the fifteen percent (15%) premium is roughly equivalent to twelve (12) hours of pay for a 1.0 FTE Physician,

NOW therefore, the parties agree as follows:

## III. Terms

Effective November 1, 2014, Article 7, Section IV Premiums paragraph three (3) pertaining to Corrections After Hours/On-Call fifteen percent (15%) Premium is changed to read.

Physicians who are required to carry a pager for Corrections After Hours/On-Call Service shall be compensated an amount equal to one (1) hour of pay for each Monday through Friday "on-call" shift and three and one-half (3.5) hours of pay for each weekend "on-call" shift for a total of twelve (12) hours of pay for seven (7) days of After Hours On Call Service. Carrying the pager on a holiday shall be treated as a weekend day for purposes of compensation.

Part-time Physicians who carried pagers for Corrections After Hours/On-Call Service prior to November 1, 2014 but after the ratification of the 2014-2016 agreement shall have their compensation adjusted so that they are compensated based on twelve (12) hours of compensation for each seven (7) days of After Hours On Call Service.

Agreed to this date, \_\_\_\_\_, 2014.

For the Union:

For the County:

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Bryan Lally  
Council Representative

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Jim Younger  
Labor Relations Manager