Multnomah County				
Program #72018B - Cen	tral HR Labor Relations - AFSCM	IE President		3/7/2022
Department:	County Management	Program Contact:	Shelly Kent	
Program Offer Type:	Innovative/New Program	Program Offer Stage:	As Requested	
<b>Related Programs:</b>				
Program Characteristic	s: One-Time-Only Request, Out o	f Target		

**Executive Summary** 

To create equity across departments, Labor Relations will fund the wages of the employee elected to the AFSCME Presidency. Departments will then be able to fund an employee to backfill behind the President's temporary vacancy to ensure business needs are met without financial hardship.

## **Program Summary**

The County and AFSCME have a Memorandum of Agreement (MOA) that allows the AFSCME President to devote their full time schedule to union related duties. The AFSCME Presidency is a full-time job, and it is difficult for the incumbent to be effective at either their county position or the presidency if required to do both simultaneously. Per the MOA, they are no longer performing the duties of their regular County position, and departments need to backfill behind them during their term for business continuity. Some departments are better able to absorb that additional cost, while for other departments it creates a financial hardship.

This program offer seeks ongoing funding to pay the wages of the employee designated as the AFSCME President. This will create equity for the departments, and allow them to fully fund the backfilling of that employee's position. The amount of funding would vary every two years, based on the wages of the person elected to the AFSCME presidency.

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of Local 88 labor disputes	71	86	50	69
Outcome	Percentage of Local 88 labor disputes settled collaboratively.	95%	97%	96%	96%

Output and Outcome: Resolving formal and informal labor disputes collaboratively means efficiently addressing concerns without the necessity of arbitration, which can be costly and result in a binding decision not in the County's best interest. Additionally, the County now seeks to include Diversity & Equity considerations, applying equity consideration lenses to determining the County's interpretations in labor disputes, so as to work from more Diversity, Equity, and Inclusion-informed positions.

## Legal / Contractual Obligation

Labor agreements necessitate contract compliance regarding rates of pay, hours of work, fringe benefits, and other matters pertaining to employment. Federal, State, local laws, rules, and regulations covering wage and hour, discrimination, harassment, labor relations, privacy, employment at will, hiring, defamation, Uniformed Service Employment and Reemployment Rights Act, Health Insurance Portability & Accountability Act and other employment related issues.

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds		
Program Expenses	2022	2022	2023	2023		
Personnel	\$0	\$0	\$173,000	\$0		
Materials & Supplies	\$0	\$0	\$2,000	\$0		
Total GF/non-GF	\$0	\$0	\$175,000	\$0		
Program Total:	\$0	\$0		\$175,000		
Program FTE	0.00	0.00	0.00	0.00		
Program Revenues						
Total Revenue	\$0	\$0	\$0	\$0		

This program is supported by the General Fund.

Significant Program Changes

Last Year this program was:

This is a scaled offer seeking additional resources to add funding for the Local 88 President's wages in Labor Relations.