

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE CITY OF NEWBERG

AND

THE AMERICAN FEDERATION OF STATE,

COUNTY AND MUNICIPAL EMPLOYEES

AFSCME COUNCIL 75

Effective July 1, 2021-June 30, 2024

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ARTICLE 1: UNION RECOGNITION

1.1 Recognition of Union

The City recognizes the American Federation of State, County, and Municipal Employees, AFSCME Council 75, as the sole and exclusive bargaining agent for the purpose of establishing wages, hours and other conditions of employment for all employees in the Public Works Department, Information Technology (IT) Division and Engineering Department, excluding supervisory and confidential employees.

1.2 Disputes Concerning Newly Created and Existing Classifications or Clarifications

1.2.1 Written Notice

Except for the special provision for reviewing newly created, modified or existing classifications or positions, any challenges regarding the inclusion, exclusion, or clarification of classifications or positions shall be referred to the Oregon Employment Relations Board (ERB) for determination. To minimize the possibility of such disputes, when a new Public Works/Engineering/Information Technology non-bargaining unit classification is created, or when a new position is exempted from a classification otherwise represented by the Union, written notice will be sent to the Union to include the reason for exemption. Both parties will make a good faith effort to resolve the dispute before filing the case with the ERB.

1.2.2 Notification of New Class and Wage Scale

New classes may be developed within the bargaining unit by the City and a wage scale assigned thereto. The City will forward notice of the new class and wage scale to the Union by certified mail. The wage scale so assigned may be negotiated upon request by the Union within fourteen (14) days after receipt of notice from the City. If the Union fails to request bargaining with the City within fourteen (14) days of receipt of notice of the new class, the interim wage scale will become final.

1.3 Certification of Union Officers

The Union shall, on an annual basis or as changes dictate, provide the City with a written list of the current Union officers and stewards responsible for contract administration.

ARTICLE 2: MANAGEMENT RIGHTS

2.1 Recognition of Management Rights

It is recognized that an area of responsibility must be reserved to the employer if the City is to effectively serve the public. Except to the extent expressly abridged by a specific provision of this Agreement, it is recognized that the responsibilities of management are exclusively functions to be exercised by the City. By way of illustration and not of limitation, the following are listed as such management functions:

2.1.1 Determination of Services

The determination of the services to be rendered to the citizens served by the City.

2.1.2 Determination of City's Operations

The determination of the employer's financial, budgetary, accounting and organization policies and procedures.

2.1.3 City's Rules and Provisions

The continuous overseeing of personnel policies, procedures, and programs promulgated under any resolution, ordinance or administrative order of the City, including the establishment of personnel rules and regulations not inconsistent with any other term of this Agreement.

2.1.4 Management and Human Resources

The management and direction of the work force including, but not limited to, the right to determine the methods, processes and manner of performing work; the determination of the duties and qualifications of job classifications; the right to hire, promote, train, demote, assign duties, transfer and retain employees; the right to discipline or discharge for just cause; the right to lay off for lack of work or funds; the right to abolish positions or reorganize the departments or divisions; the right to determine schedules of work; the right to purchase, dispose and assign equipment or supplies; and the decision to contract or sub-contract any work (within the limits set by MOA in Appendix C of this agreement), or other rights as provided by ORS 243.650(7) (g).

2.1.5 Discretionary Practices

Both parties acknowledge that certain discretionary practices exist within the employer/employee relationship, which do not have a material effect on the conditions of employment, such as the providing of picnic lunches, holiday hams, etc. The parties agree that such practices shall continue to exist at the sole discretion of the City.

ARTICLE 3: UNION SECURITY AND RIGHTS OF BARGAINING UNIT EMPLOYEES

3.1 Rights of Employees to Participate in Union Activities

Employees shall have the right to self-organize, to form, join or assist labor organizations or to refrain therefrom, to bargain collectively through representatives of their own choosing, and there shall be no discrimination exercised against any employee covered by this Agreement because of his/her membership or Union activities.

3.2 Employment Classifications

Employee status is categorized to make distinctions in benefits and other employment conditions and to aid in a better understanding of employment relationships within the City of Newberg. Employees may be considered as probationary, regular full-time, regular part-time, limited part-time, volunteers, temporary, management or contract. The following definitions apply:

Lead Worker/Crew Chief: This position involves certain limited oversight and administrative duties which are deemed not to warrant a full supervisory classification. Lead Workers/Crew Chiefs will not be responsible for recommending hiring and/or firing, imposing discipline or delivering performance evaluations.

Probationary Status: Newly hired or promoted employees within the probationary period. Newly hired employees earn, but cannot use vacation benefits. Employee must wait six months before being eligible to use vacation, unless pre-approved at the time of hire.

Regular Full-time: An employee who has successfully passed the probationary period and is regularly scheduled to work 40 hours or more per week. This classification is eligible for benefits.

Regular Part-time: An employee who is regularly scheduled to work at least 20 but less than 36 hours per week. This classification is eligible for vacation, sick leave, holiday benefits on a pro-rata basis, and cost-of-living adjustment (COLA). However, employees in this classification who are required to receive retirement benefits on a pro-rata basis (employees in PERS eligible positions) will not be eligible for vacation, sick leave and holiday benefits.

Limited Part-time: An employee who is regularly scheduled to work less than 20 hours per week, or who may not have a set schedule and works only when called upon. This classification is not eligible for benefits, however will be eligible for COLAs.

Temporary: An employee who is hired for a specified period, usually no more than twelve months. This classification is not eligible for benefits and will not be eligible for COLAs.

3.3 Authorization and Certification of Dues

3.3.1 Amount Deducted Each Payroll Period

The City agrees to deduct each payroll period from the pay of employees covered by this Agreement as applicable. The Union shall notify the City of the current rate of dues and other authorized deductions by the 10th of each month, which will enable the City to make the necessary payroll deductions as specified for that payroll period. If the payroll processing date changes due to changes in operations or software, the City shall notify the Union of the expected change.

3.3.2 Union Dues

Monthly Union membership dues will be deducted for those Union members who individually request and authorize such deductions in writing on the form provided by the Union. The City agrees to direct inquiries from employees regarding union membership and payroll deductions to the Union.

3.3.3 Holder of Record

During the life of this Agreement, the Union will notify the City of individuals who have authorized, or discontinued authorizations for deductions to the Union. An electronic file listing new authorizations or changes in authorizations for employee union deductions will be submitted by the Union to the City electronically by close of business on the business day immediately preceding the tenth (10th) of each month. The City agrees that payroll deduction authorizations submitted within the timelines above shall be deducted from the next issued paycheck for the previous applicable pay period.

3.3.4 Notice of Changes

Each month, the City shall provide the Union with an editable Excel spreadsheet containing the following information (to the extent collected by the City) for each employee in the bargaining unit:

- a. The employee's name, unique identifier, and date of hire;
- b. Contact information including: cellular, home and work telephone numbers; personal and work electronic mail addresses; and home or personal mailing address; and employment information including the employee's job title, salary, work schedule/shift and worksite location;
- c. Employment Status Change and effective date;
- d. Leave of Absence or Retiree Status, if applicable.
- e. Newly hired employees will be separately designated.

The foregoing shall supplant and satisfy the obligations of ORS 243.804(4).

3.3.5 Limits.

Employees whose employment begins or ends after working less than ten (10) working days in any calendar month will not be subject to dues or a like amount in lieu of a dues deduction.

3.3.6 Appointment to Excluded Positions

Union dues shall cease beginning with the pay period following an employee's regular appointment to a position which is excluded from the bargaining unit.

3.3.7 AFSCME PEOPLE Deductions

To the extent allowable by law, employees may authorize payroll deductions for the voluntary AFSCME PEOPLE (Public Employees Organized to Promote Legislative Equality) by submitting the form provided by the Union.

3.3.8 Defense and Indemnification of the City

The Union agrees that it will indemnify, defend and hold the City harmless from all suits, actions, proceedings or claims against the City or persons acting on behalf of the City, whether for damages, compensation, reinstatement or any combination thereof, arising out of application of this Article, in the event any decision is rendered by the highest court having jurisdiction that any portion of this Article is invalid and/or that reimbursements must be made to any employees affected, the Union shall be solely responsible for such reimbursements.

3.4 Union Representation and Contract Negotiations

3.4.1 Union Negotiating Team

The Union's Negotiating Team shall consist of not more than five (5) members, four (4) of whom may be employees. City employees participating in such negotiations will be allowed to do so without loss of pay. The Union and City may mutually agree to a different number of negotiating team members, appointing an equal number of representatives from labor and management.

3.4.2 Union Negotiating Team Preparation

City employees who are on the Union's Negotiating Team shall be permitted up to two (2) hours per negotiation session to prepare for negotiations with the City. The Union agrees to strive to minimize operational impact of Union negotiation preparation, and the City agrees to notify the Union of adverse operational impact.

3.4.3 Ground Rules

Prior to negotiations, representatives of the City's and the Union's Negotiating Teams will jointly discuss general negotiating ground rules, such as the number of observers, resource people, meeting times, etc.

3.5 Grievances and Contract Administration

The American Federation of State, County, and Municipal Employees (AFSCME) Council 75 is the exclusive representative of bargaining unit employees with respect to conditions of employment governed by this Agreement under the State of Oregon Public Employees Collective Bargaining Act.

3.6 Access

City employees serving as the Union's designated representatives shall have reasonable time to engage in union-related duties without loss of compensation as provided by ORS 243.798. Such designated representatives, or non-employee AFSCME representatives, will have reasonable access to the City's worksites or facilities to meet with employees to the extent that such meetings do not interfere with the work or operations of the City. To minimize such interference, notice should be provided to, and arrangements made beforehand with supervisors before arrival on site unless it is during scheduled breaks.

The Union may use the City's facilities to conduct such meetings.

3.7 Communication with Bargaining Unit Members

3.7.1 Bulletin boards

The City agrees to furnish and maintain suitable bulletin boards in convenient places in each work area to be used by the Union. The Union shall limit its postings of notices and bulletins to such bulletin boards. All postings of notices and bulletins by the Union shall be factual in nature and should be signed and dated by the individual doing the posting.

3.7.2 E-mail

The City's electronic mail system may be used by the Union for Union-related communications including, but not limited to, communications related to collective bargaining, grievance or other dispute investigations, and governance of the Union. The content of any and all communications using the City computer system is not privileged and may be subject to City review and public records requests.

3.7.3 Interoffice Mail

The Union is authorized to use the City's interoffice mail system for distribution to its members. The City shall not be responsible for the delays in delivery (if they occur) for such materials, and this authorization for the Union to use the mail system shall be permitted only if no postage or supplies are used.

3.8 Collective Bargaining Agreement Prevails

All matters not prescribed by the language of this Agreement may be administered for its duration by the City in accordance with the City Personnel Rules and Regulations. In the event of a conflict between Personnel Rules and this Agreement, the provisions of this Agreement shall prevail.

ARTICLE 4: NON-DISCRIMINATION

4.1 Non-discrimination and Compliance with Applicable Laws

The City and the Union agree that each will fully comply with all applicable laws and regulations regarding discrimination against any employee or applicant for employment because of such person's race, religion, color, natural origin, gender identity, mental or physical disability, sex, age, union affiliation or other status protected by state or federal law. Any references to gender in the Agreement include all genders.

The parties agree that nothing in this agreement will interfere with or restrict the City in its obligation to accommodate individuals with disabilities under federal and state law. Any disputes regarding this article may be resolved through the grievance procedure, but will not be subject to the arbitration process.

ARTICLE 5: HOURS OF WORK

5.1 Regular Hours

The regular hours of each work day shall typically be consecutive with interruptions for lunch periods.

5.2 Work Week

Work week shall consist of a seven (7) day work schedule with five (5) consecutive eight (8) hour days with two (2) consecutive days off or four (4) consecutive ten (10) hour days with three (3) consecutive days off or any other type of alternative work schedule agreed to in writing by the Union, the employee(s) and the City.

5.2.1 Information Technology (IT)

IT employees shall stagger the 4/10 schedule to ensure the IT services will have sufficient coverage. All days and hours will be pre-approved by the Assistant City Manager prior to April of each year and can be changed by management for business operational needs at any time consistent with Section 5.3.1.

5.2.2 Summer Schedule

Starting the first Monday in April each year of this contract, employees will work a ten (10) hour shift four (4) days out of each seven-day week for Public Works positions.

On the first Monday of October of each year, all employees will return to a regular five (5) day, eight (8) hour day work schedule without any requirement of notification by management.

The 4/10 summer schedule will require employees to still work a forty (40) hour week. If a holiday/vacation/sick day only covers eight (8) hours as a benefit, the employee will need to work two (2) additional hours or utilize accrued vacation or comp time to complete forty (40) hours of paid time during that week.

Example: July 4th eight (8) hours paid benefit from City

Employee can flex, working thirty-two (32) additional hours during that week OR use two (2) hours vacation or comp time plus work thirty (30) hours that week OR any combination of flex and paid time that equals a forty (40) hour week.

All schedule adjustments must be made with the approval of the supervisor.

A few schedules may have the third (3rd) day off assigned in the middle of the week but all employees will have no less than two (2) consecutive days off under the 4/10 summer schedule. *Example: Jane Doe works M, T, TH and F – has Sat/Sun and Wed off*

5.2.2.1 Engineering employees shall stagger the 4/10 summer schedule to ensure the Engineering Department will have sufficient coverage. All days and hours will be pre-approved by the City Engineer prior to April of each year and can

be changed by management for business operational needs at any time, consistent with Section 5.3.1.

5.2.2.2 Public Works Maintenance – Summer schedule shifts are ten (10) hour shifts, as set by management.

5.2.2.3 Public Works Operations – Summer schedule shifts are ten (10) hour shifts as set by management, with a variation of shifts and days based upon assignment.

Supervisors may agree to adjust the hours or days scheduled for an employee at their request on a case-by-case basis.

5.2.3 Utility Customers – End or Start Service/New Resident and Move-ins

For Fridays in which the employee is not scheduled to work, the on-call employee may be required to report to work in the afternoon for urgent water turn on for new move ins.

Early in the week, management will make reasonable efforts to inform the employee of their on-call status for the coming Friday. The on-call person for that week would be able to leave at 2:30 p.m. on the day before, (Thursday), and the three (3) hours on Friday would complete the forty (40) hour work week.

5.2.4 Utility Disconnections

Disconnections will be scheduled on Mondays. Prearranged water connections made by customers for Fridays would be scheduled on Thursday afternoons to help reduce the potential Friday connections. Management will inform the utility office of this 4/10 schedule for turn-ons and disconnections.

If the work duties do not allow for leaving early on Thursday, the time worked Friday afternoons would be at comp/overtime, subject to prior approval from a supervisor.

Water disconnections for non-payment:

Normally done on the third (3rd) Thursday, however depending on volume may not be completed by the regular staff and the on-call person would finish them Friday the same way as the listed above.

If there is a large number of service still off, the on-call person could be called in sooner on Friday which would be comp/overtime.

For emergencies on Friday, the on-call person would respond as needed while at work in the afternoon, contacting other employees as may be required to assist as usual during the non-working hours.

All adjustments in work schedule need to be pre-approved by supervisors. However, the City may agree to a change in the work schedule where necessary to accommodate an employee as required by federal or state law.

5.3 Schedule Changes

5.3.1 Notice of Changes

Other than unforeseen events or situations, notice of change in an employee's work schedule shall be given to the affected employees in writing, not less than fourteen (14) calendar days prior to the effective date of the change. The City may also grant a reasonable request for a temporary change to the work schedule of an employee on a case-by-case basis. The City may provide less than fourteen (14) calendar days' notice in case of unforeseen events or situations for affected employees or by mutual agreement in writing.

5.3.2 Flexible Work Schedules

By mutual written agreement, at any time, the work schedule can be flexed, meaning different start and stop times or different days during the week, without the payment of overtime unless the request exceeds forty (40) hours in a work week.

5.4 Rest Periods

5.4.1 Definition

Rest periods will be provided for in accordance with federal and state law. All employees shall have a fifteen (15) minute rest period during each one-half (1/2) shift which shall be scheduled as near the middle of each one-half (1/2) shift as is feasible. Rest periods may not be accumulated, nor shall rest periods have any monetary value.

5.4.2 Extreme Weather Conditions

Employees working in extreme weather conditions such as temperature over 90 degrees and under 35 degrees may be given extra breaks at the discretion of a division manager.

5.5 Meal Periods

Meal periods will be provided for in accordance with federal and state law. All employees will be granted a thirty (30) minute or a sixty (60) minute, duty free, unpaid meal period during each work shift, which shall be scheduled as near the middle of each shift as is feasible. Employees on a 4/10 schedule may take a later meal period but shall not begin later than six hours after the beginning of their shift. Employees assigned to a task as a team or to meet task safety requirements, shall take their meal period at the same time.

The current length of meal periods may be changed by mutual written agreement between the employee and supervisor. Employees shall not be permitted to work through a meal period unless approval from a supervisor is obtained before the break period. If an employee works through their meal period, the meal period shall be recorded as paid time.

5.6 Call-Back Time

5.6.1 Definition

Any employee who has left their worksite and is called to report outside of their regularly scheduled shift shall be paid for a minimum of three (3) hours at the rate of one and one-half (1.5) times the employee's regular compensation rate. Multiple call-backs within the same three-hour period will be considered one call-back for the purposes of this Section.

If the call-back work assignment and the employee's regular shift overlap, the employee shall be paid the 1.5 call-back rate until the employee completes three (3) hours work. The employee shall then be paid for the balance of the regular work shift at the regular rate.

This section does not apply to scheduled time at the beginning of the work shift or workday or at the end of the work shift or workday provided forty-eight (48) hour notice has been given and the additional time is consecutive with the shift hours or work. (For example, if an employee is given 48-hour notice to change the start time from 6:30 a.m. to 5:00 a.m., the entire shift will be at regular hours, unless they work more than 40 hours for the week.)

5.6.2 Not Returning to Work Site

An employee who receives a call and can resolve the issue by phone or by computer without having to come to work shall be paid one (1) hour of call-back (1.5) rate if the employee can resolve the problem within thirty (30) minutes. If the issue requires more than thirty (30) minutes or the employee must leave their home, the employee shall receive a minimum of three (3) hours of call-back (1.5) rate.

5.6.3 Travel Time

For call-backs, the first thirty (30) minutes of travel time each way is considered part of paid time. Employees who live farther than thirty (30) minutes from the work site, shall not be compensated for the addition travel time beyond the thirty (30) minutes, each way.

5.7 Overtime

5.7.1 Definition

When employees are required to work overtime, the employee may, at their discretion, choose either compensatory time off or pay at the rate of one and one-half (1.5) times the employee's regular rate of compensation. Overtime is defined as any hours worked more than forty (40) hours in one work week. Unless there is an unanticipated incident or event which requires immediate attention, the division supervisor must approve any overtime hours in advance. Unauthorized overtime shall be paid in accordance with FLSA. However, employees working unauthorized overtime may be subject to discipline.

5.7.2 Accumulation and Use of Compensatory Accrual

Compensatory time accumulation shall not generally exceed forty (40) hours. Employees may request to take compensatory time off and shall be permitted by the City to use such time within a reasonable period after making the request if the use of the compensatory time does not unduly disrupt the operations of the City.

5.8 Stand-by Pay/On-Call Pay

5.8.1 Time and Pay

When the City officially places an employee on stand-by/on-call and requires an employee to carry an emergency communication device and to provide response to incidents and calls generally within thirty (30) minutes, the City shall pay the employee thirty-five dollars (\$35) per calendar day.

5.8.2 Enumerated Holiday Time and Pay

Employees on stand-by/on-call shall receive seventy dollars (\$70) per day for City recognized holidays enumerated in Article 9.1.1.

An employee that is in stand-by status for seven consecutive days may elect to take ten (10) hours of floating holiday leave, in-lieu of pay described in 5.8.1 and 5.8.2.

5.9 Reporting Time

5.9.1 Minimum Requirement

An employee who is scheduled to report for work and who presents themselves for work as scheduled shall be assigned to at least three (3) hours of work.

5.9.2 Applicable Pay Rate

If work within the bargaining unit is not available, the employee shall be excused from duty and paid for three (3) hours work at the appropriate rate, straight time or overtime, whichever is applicable.

5.9.3 Excused from Duty

If an employee reports for and starts to work as scheduled and is excused from duty before completing three (3) hours work, the employee shall be paid for three (3) hours work at the appropriate rate, straight time or overtime, whichever is applicable.

ARTICLE 6: WAGES

6.1 Rate of Pay

Each employee shall be compensated in accordance with the wage schedule attached to this agreement in Appendix A.

6.1.1 Effective Date

Effective July 1, 2021, wages shall increase by 2.5%.

Effective July 1, 2022, wages shall increase by the same percentage increase as reported by the 12-month percentage change between May 2021 and May 2022 by the Bureau of Labor Statistics for the CPI-W, West Region, with a minimum increase of a 1% and a maximum increase of 4%.

Effective July 1, 2023, wages shall increase by the same percentage increase as reported by the 12-month percentage change between May 2022 and May 2023 by the Bureau of Labor Statistics for the CPI-W, West Region, with a minimum increase of a 1% and a maximum increase of 4%.

6.2 Salary Step Increases

Employees shall be eligible for salary step increase consideration as follows:

6.2.1 Completion of Probationary Period

Completion of the initial probation period, typically following twelve (12) months of service.

6.2.2 Promotions

Completion of twelve (12) months of service following a promotion.

6.2.3 Top of Ranges

Annually, on the employee's anniversary date until the employee reaches the top of the range.

6.2.4 Unsatisfactory Evaluations

The City may withhold a step increase if the employee has been placed on a work plan that has not been completed at their regular anniversary date. Effective with satisfactory completion of the work plan, within six (6) months the City will reinstate the step increase back to the employee's anniversary date. If the employee does not satisfactorily complete the work plan, the City will not grant the increase. Final decisions shall be at the sole discretion of the City; however, the employee may request review of a final decision by the human resources manager and/or the city manager.

6.3 Salary on Promotion

Upon promotion, an employee shall be paid at least the minimum of the salary for the new job and shall receive roughly a 5% increase (occasionally step distance may vary slightly).

6.4 Salary on Demotion

6.4.1 Disciplinary Action

Whenever an employee is demoted because of disciplinary action, the employee's salary shall be maintained at the same step number/letter as previously held, but in the lower pay scale resulting in roughly a 5% pay reduction.

6.4.2 Compensatory Process

Whenever the City demotes an employee to a new job for a reason other than discipline, the employee's salary shall move to the new pay range at the step most closely aligned to the employee's current rate of pay. If the employee's percent rate of pay is below the maximum rate of pay for the new position, the employee shall continue to receive market adjustments and to be eligible for step increases. If the employee's current rate of pay is above the maximum rate of pay for the new position, the employee shall be frozen (red circled) at the existing rate of pay until such time as future market adjustments have brought the pay range for the job above that of the employee's frozen pay rate.

6.5 Salary on Return from Layoff

When the City recalls an employee previously laid off, he/she shall be placed at the step most closely aligned to the employee's rate of pay at the time of the layoff. Future step increase eligibility shall be the prior date, adjusted for the time away, just as if the employee had taken a leave of absence.

6.6 Pay Day

Employees are paid monthly. Paydays are generally the last day of each month. If the payday falls on either a Saturday or a Sunday, paychecks will be distributed on the Friday prior to the established payday. If a City of Newberg Holiday falls on payday, you will receive your check on the last work day prior to the holiday. Employees may request direct deposit.

6.7 Out of Class Pay

Employees assigned by a supervisor in writing to perform the duties of a higher paid position for more than a total of five (5) consecutive working days shall be paid for all such work, retroactively to the first day of the assignment, five percent (5%) of the employee's base salary.

6.8 Beginning Salary

6.8.1 Normally an employee will be appointed at the first step of the range established for his/her classification. The City may make an appointment above the first step at the sole discretion of the City.

6.8.2 An employee who is hired back or reinstated to employment after an absence of twelve (12) months or less to the same classification will be paid at the same step as when they left.

ARTICLE 7: RETIREMENT

7.1 Retirement Plan

The City provides a City Retirement Plan for all regular full-time employees. Employees hired before January 1, 2018 are enrolled in the NERPS (Newberg Employees Retirement Plan). Employees hired on or after January 1, 2018 will be enrolled in the Oregon Public Employees Retirement System (PERS). The employees contribute to their retirement by paying the six percent (6%) employee contribution, directly out of their paychecks into the retirement plan (as a pre-tax contribution per IRS Code 414 (h)).

7.2 Deferred Compensation Plan

The City agrees to provide opportunities for employees to participate in Internal Revenue Code Section 457 Deferred Compensation Plans. Contributions may be made by employees in any amount up to the annual limit set forth by the IRS.

7.3 The Longevity Deferred Compensation or Salary Program

Deferred compensation, or an option to add to salary will be paid at the following rates:

Five (5) Years:

After five (5) years of employment, sixty dollars (\$60) a month, \$720 per year.

Ten (10) Years:

After ten (10) years of employment, one hundred-twenty dollars (\$120) a month, \$1,440 per year.

Fifteen (15) Years:

After fifteen (15) years of employment, two hundred dollars (\$200) a month, \$2,400 per year.

Twenty (20) Years:

After twenty (20) years of employment, three hundred dollars (\$300) a month, \$3,600 per year.

Twenty-five (25) Years:

After twenty-five (25) years of employment, four hundred dollars (\$400) a month, \$4,800 per year.

Option to change longevity pay distribution will be provided once a year during benefit enrollment.

7.4 Retirement Medical Insurance

Retiring employees may qualify to purchase, through the City, Retirement Medical Insurance, pursuant to the provision of Oregon Revised Statute 243.303.

7.4.1 Mutual Agreement

Both parties must mutually agree to any changes in the retirement plan.

7.4.2 Annual Statements and Plan Books

The City will provide employees annual statements on retirement plans. Plan books are available through Human Resources. Employees covered under the PERS Plan will receive annual statements from PERS.

7.4.3 Meeting with Representative

The City will allow an employee who is within five (5) years of retirement one (1) sixty (60) minute meeting with the retirement plan representative. The City will allow an employee who is within twelve (12) months of retirement one (1) ninety (90) minute meeting with the retirement plan representative.

7.5 Retirement and Recall Pursuant to Accrued Sick Leave

7.5.1 Accrued Sick Leave with Retirement Calculation

Fifty percent (50%) of an employee's accrued sick leave goes into the employee's retirement calculation when he/she separates from services voluntarily or is laid off. If the City recalls an employee from layoff status within the specified time period the City will reinstate the remaining fifty percent (50%) of the employee's previously accrued sick leave, per Article 14.4.5, which shall be the amount recorded at the time of the layoff. However, for the purpose of the accrued sick leave retirement calculation, the employee's accrual must start over from the time of recall. The City will report all employee's accrued sick leave to PERS. There is no provision for reinstatement of sick leave for employees covered by PERS.

7.5.2 Example

For example, if the City lays off an employee with two-hundred (200) hours of accrued sick leave, the employee will receive one hundred (100) hours (50%) in his/her retirement calculation. If the City then recalls the employee within the specified time, the employee will return and regain the remaining one hundred (100) hours of accrued sick leave. However, for future retirement calculation purposes, the employee will start with zero (0) accrued hours when he or she is recalled. Therefore, if that same employee voluntarily leaves City employment twenty-four (24) months later having used no sick leave, he/ she will have added one hundred ninety-two (192) hours of the sick leave bank for a total of two hundred ninety-two (292) hours. However, only 50% of the newly accrued one hundred ninety-two (192) hours is eligible to be rolled into retirement.

ARTICLE 8: HEALTH & WELFARE

8.1 Carrier and Coverage Changes

The City retains the exclusive right to select the plans and carriers (or to develop and implement a self-insurance plan) for medical, dental, vision, life and other insurance plans provided that the successor plan(s) provide substantially comparable coverage to the existing plans, subject to Section 8.4.

8.1.1 Notification

If a change in carriers and/or coverage becomes necessary, the City agrees to notify the Union in writing of the change at least thirty (30) days prior to its effective date to allow the Union to provide input on the change. Nothing in this Article is intended to limit or waive the Union's rights under the Public Employee Collective Bargaining Act.

8.2 Plans Offered

The City currently provides full family medical through City County Insurance Services (CIS). Blue Cross/Blue Shield (BCBS) Copay A Rx4 Plan; VSP Vision; Delta Dental Plan III with Ortho; and Alternative Care Rider- Chiropractic and Acupuncture to eligible employees as defined by Federal and/or State laws, including but not limited to the Affordable Care Act (ACA). Employee contribution toward the monthly health care premium is through payroll deduction. A representative from the local union will participate in the annual benefit committee to review plans offered each year.

8.3 Premium Contribution

8.3.1 Percentages

The City will contribute ninety percent (90%) of the cost of the eligible regular full-time employee's monthly health care premium and the employee will contribute ten percent (10%).

8.3.2 Options for Eligible Employees

Eligible employees may enroll dependents in the medical, dental and vision plans. Full-time employees will pay ten (10%) of the dependent coverage. This cost shall be deducted from the employee's paycheck.

8.4 Limit to Future Increases

Each year, the City shall provide the Union notice in writing of premium amounts. Should insurance premium rates increase more than 10% from the previous year, (a) the employer and the employees will share the premium increases above 10% equally, to a maximum employee contribution of no more than 15% of the total medical, dental and vision premiums for full-time employees, and (b) within fourteen (14) days of the notification of such increase, the Union may reopen provisions related to health insurance coverage, sections 8.1 through 8.4, by providing the assistant city manager or city manager with written notice of its intent to reopen.

8.5 Additional Insurance

The City shall provide Long Term Disability, Accidental Death and Dismemberment, and Life Insurance to eligible employees without cost to the employees.

8.6 Insurance Eligibility

Eligible employees are all regular full-time employees who have completed thirty (30) days of employment. Insurance plan coverage begins on the first day of the month following completion of the thirty (30) day waiting period; If an eligible employee does not enroll during the eligibility period the eligible employee is required to wait for an "open enrollment" period to be insured.

8.7 Continued Eligibility Coverage

The City will pay its contribution for the insurance premium for employees who work or authorized leave for at least the first forty (40) working hours of the month.

8.8 Qualified Family Status Changes (Qualifying Event)

The addition or deletion of dependents as a result of a qualifying event will be provided in accordance with federal or state laws and City Policy. Enrollment changes must be received by the Human Resource Department with applicable documentation within 31 calendar days for newborns or children placed with the employee for adoption, or a new spouse. Changes shall be effective the first of the month following the date of the qualifying event; except in the case of newborns, adoptions or marriage, coverage is effective on the date of the birth, placement in the home or date of marriage. For newly eligible dependents not enrolled within 31 calendar days, coverage cannot be obtained until the next open enrollment with coverage effective January 1 of the following year.

8.9 Flexible Spending Accounts (FSA)

The City shall make available the FSA Section 125 plan for health care expense reimbursement and dependent care expense reimbursement. The employee signs up for this plan at the time of open enrollment each year. The amount specified by the employee is deducted from their monthly paycheck. If allowed by the FSA plan administrator, debit cards shall be made available to participants.

8.10 Employee Assistance Program

The City agrees to make available an employee assistance program providing confidential counseling services to employees and their eligible dependents. For information regarding this plan please contact the Human Resources Department.

ARTICLE 9: HOLIDAYS

9.1 Regular Holidays

The following days (each a 24-hour period from midnight to midnight) shall be recognized and observed as holidays on the days specified.

9.1.1 Recognized Holidays

The City of Newberg observes the following holidays each year, and offices are officially closed on these days:

New Year's Day	Labor Day
Martin Luther King Jr.'s Day	Veteran's Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Fourth of July	Christmas Eve
Christmas Day	

9.1.2 Floating Holiday

In addition, employees will receive one floating holiday. The floating holiday shall be granted by calendar year and must be used by December 31. Employees hired after March 1 shall not be eligible for the floating holiday until January 1 of the following year. An employee shall not be eligible for a floating holiday after submitting a resignation.

9.1.3 Hours Paid for Holidays

Holidays are paid based on the number of hours in a typical workday for regular full-time employees. If employees work a 5/8 schedule, then eight (8) hours of holiday pay will be paid. If an employee works a 4/10 schedule requested by that employee, they shall be paid eight (8) hours holiday and will have the option of using a total of two (2) hours of compensatory time and/or vacation time or flexing their hours within the same week.

9.1.4 Observation of Holiday

If any holiday falls on a Saturday, the preceding Friday will be observed, unless that Friday is also a holiday, in which case the following Monday will be observed. If any of the above holidays falls on a Sunday, the following Monday will be observed, unless that Monday is also a holiday, in which case the preceding Friday will be observed.

9.1.5 Schedule for Holidays

For departments with other schedules and other regular part-time employees who might not work on the actual holiday the following applies: Holidays may occur on the days regular full-time or regular part-time staff members are not scheduled to work. If a holiday falls on a day off for a staff member, they may take the holiday within the pay period (with approval from their supervisor or department head) or receive straight compensatory time to be used later. The dates observed for the above

holidays will be those authorized by the Oregon Legislature. Employees will receive a schedule each year showing the date each of these holidays will be observed.

9.2 Eligibility

Employees regularly scheduled to work forty (40) hours or more per week will be paid for the above holidays. Regular part-time employees will receive a pro-rated amount of paid time based on their regularly scheduled time. For instance, a regular part-time employee working twenty (20) hours per week would receive four (4) hours of holiday pay because he/she is working 50% of full-time. Upon submitting a resignation notice the City requires an employee to work on the day before or after the holiday in order to receive holiday pay. Temporary workers and contract employees are not eligible for paid holidays.

ARTICLE 10: VACATION

10.1 Vacation Eligibility

All full-time and regular part-time employees are eligible for vacation based on the schedule below. All accruals are pro-rated the first month of employment.

10.2 Exceptions to Eligibility

New employees shall not be eligible for vacation leave during their first six (6) months of employment, unless specific arrangements have been made at the time of hire. Vacation leave shall accrue from the beginning of employment, but no vacation time may be taken or paid during the first six months. One (1) week of vacation may be taken after satisfactory completion of six (6) months of employment.

10.3 Vacation Accrual Schedule

Vacation benefits are earned for each full calendar month worked according to the following schedule:

Length of Service as of Anniversary Date	Vacation Award	Maximum Vacation Accrual Allowed
Up to 5 years	8 hours per month for a total of 96 hours, 12 days or 2.4 weeks/year	192
5 years, less than 10 years	10 hours per month for a total of 120 hours, 15 days or 3.0 weeks/year	240
10 years, less than 15 years	12 hours per month for a total of 144 hours, 18 days or 3.6 weeks/year	288
15 years, less than 20 years	13.33 hours per month for a total of 160 hours, 20 days or 4.0 weeks/year	320
20 years or more	14.66 hours per month for a total of 176 hours, 22 days or 4.4 weeks/year	352
25 years or more	16 hours per month for a total of 192 hours, 24 days or 4.8 weeks/year	384

10.4 Pro-rata Accruals

Accrual for regular part-time employees is on a pro-rated basis calculated on the established budgeted FTE. Continuous service will be calculated from the first of the month nearest your date of hire.

10.5 Vacation Purpose

Vacation is provided so that employees can enjoy periods of time away from work. Vacation is intended for rest and recreation. Vacation may be cashed out at the discretion of the City.

10.6 Maximum Accrual

Accruals cannot exceed two times an employee's annual accrual rate. Vacation benefits will stop accruing when the maximum allowed has been reached. The benefit will begin accruing again when the total accrued is less than the allowed maximum.

10.7 Vacation Use and Approval Process

Employees who want to use vacation time should request time off as early as possible so that arrangements for coverage can be made. Requests for vacation time are to be made in writing and submitted to the immediate supervisor. Supervisors will respond in writing and provide a clear reason for any denied requests. Generally, employees will not be allowed more than two weeks off at a time. The City will try to grant each request, but cannot guarantee requests will be approved. In the event of competing requests for times submitted concurrently, consideration will be given to the employee with the longest tenure, or seniority as defined in Article 14. Approval of special requests may be done at the discretion of the department head in accordance with departmental rules.

10.8 Vacation Payout

Upon termination, retirement, or death of an employee, employees shall be compensated for accrued vacation in cash at the employee's current rate of pay.

10.9 Vacation Sell Back

An employee with at least one year of service may elect to sell back up to 80 hours of vacation time once per fiscal year. The employee must have a remaining balance of 40 hours after the sell back. Said request shall be made in writing to the payroll department and manager approval shall be required. Payment shall be made as part of a regular paycheck. Vacation sell back shall not be used in conjunction with donated leave.

ARTICLE 11: SICKNESS AND INJURY LEAVE

11.1 Per Oregon Paid Sick Leave Law employees shall accrue paid sick leave at the rate of 8 hours per month.

11.1.1 Maximum Accrual

Sick leave will accrue to a maximum of one thousand (1,000) hours for full-time employees and at the prorated equivalent based on budgeted FTE for part-time regular employees.

11.1.2 Part-time Regular Employees

Part-time regular employees will accrue paid sick leave hours on the first day of each month in the same proportion equivalent based on budgeted FTE.

11.2 Transfer of Sick Leave

When an employee is transferred or appointed to another department, an employee sick leave balance shall be assumed by the new department.

11.3 Use of Sick Leave

11.3.1 Allowable Reason

Employees may use their allowance of sick leave when unable to perform their work duties by reason of illness or injury, parental and family leave as specified by Oregon or Federal law, necessity for medical or dental care, exposure to contagious disease under circumstances by which the health of the employees with whom associated, or member of the public necessarily dealt with would be endangered by the attendance of the employee, or by serious health condition in their immediate families, requiring the presence of the employee, in compliance with Family Medical Leave Act/Oregon Family Leave Act (FMLA/OFLA). Employees may also use sick leave to cover time lost for non-emergency medical appointments for themselves, providing the proper authorization has been granted by management prior to the time being taken off.

11.3.2 Return to Work

In order to ensure employees are fully able to safely return to work, all absences of five (5) days or more will require the employee to submit to the human resources manager a release to return to work signed by licensed medical professional, unless otherwise agreed to as part of a FMLA/OFLA approved leave or other mutual agreement.

11.3.3 Emergencies

Emergency situations will be evaluated on a case-by-case basis.

11.3.4 Sick Leave Use

Sick leave is to be used for the purposes outlined in this Article and will not be granted to cover other leave requests made by employees.

11.3.5 Legal Requirements

The City agrees to abide by all State and Federal laws and regulations regarding FMLA, OFLA, Parental Leave Act(s), ADA, or similar laws providing rights to employees in their use of sick leave, and other accrued leave banks.

11.3.6 Ineligible Employees

Employees are not eligible for sick leave if continuing to work at another job during the time for which sick leave is requested.

11.3.7 Restriction

Sick leave hours cannot be used until after the completion of the pay period in which they are accrued to the employee accrued leave bank.

11.4 Family Sick Leave

11.4.1 Eligible Employees

In the case of a serious health condition of a member of the employee's immediate family, a FMLA/OFLA eligible employee, upon proper notice and approval, may use sick leave to cover time lost.

11.4.2 Immediate Family Definition

Immediate family for the purpose of this section will be defined as spouse, mother, mother-in-law, father, father-in-law, sister, brother, child or ward, stepmother, stepfather, stepchildren, grandparents, or grandchildren, same sex partner or others as provided for by FMLA and/or OFLA.

11.4.3 Deduction from Sick Leave Accrual

Family sick leave will be deducted from the existing sick leave balance of the employee.

11.4.4 Use for Child

Sick leave is also available to care for a sick child who does not have a serious health condition but requires home care (sick child leave). Employees who use up their original twelve (12) weeks for parental leave are entitled to an additional twelve (12) weeks of sick child leave consistent with FMLA/OFLA.

11.5 Catastrophic Leave-Sick Leave Transfers

11.5.1 Request for Transfer

An employee may request, through their department head, that some of the employee's paid sick leave be transferred to another employee who is absent from work for an

extended period because of an injury, unexpected illness, or other reason for which the use of paid sick leave would normally be allowed. The department head will pass the request, with their recommendation, to the city manager for consideration of approval. The employee receiving a donation of paid sick leave must be non-probationary and must first have used all available paid leave and vacation time.

11.5.2 Conditions for Transfer

The maximum donation shall continue to be sixteen (16) hours per incident and no more than forty-eight (48) hours per year. Employees transferring paid sick leave must have accrued a minimum of two hundred (200) hours of sick leave or for part-time a prorated amount commensurate with the budgeted full-time equivalent of the position. All donated leave will be used in the order received by the Payroll Department.

11.5.3 Return if Unused

Any paid sick leave not used by the employee receiving the paid sick leave will be returned to the donor employee, so long as the returned time does not cause the donor's sick leave balance to exceed the one-thousand (1,000) hour maximum.

ARTICLE 12: OTHER LEAVES

12.1 Union Release Time

Union officers, stewards and other employee representatives of the Union who are designated by the Union to represent it in activities may be granted up to ten (10) days leave Union Release Time without loss of status, seniority or other benefits. Such leave may be granted upon the written request of AFSCME Council 75, made to the City's human resources manager, not less than ten (10) City business days in advance of the commencement of the requested leave. The City may object if the leave causes undo operational impacts to the organization. The number of Union representatives absent on Union leave shall not exceed two (2) at any one time.

12.1.1 Authorized Union Representatives granted such Union Release Time as provided in Article 12.1 to conduct labor organization business shall be maintained on the payroll with full accrual of wages and benefits. The Union shall reimburse the City for the fully burdened costs for each Authorized Union Representative taking such Union Release Time. The Union agrees to reimburse the City for all such costs of Union Release Time for each Authorized Union Representative monthly, for the previous month, upon receipt from City of an itemized summary of the costs including any compensation that is paid to the employee during that month, including but not limited to, the cost of wages, benefits, workers' compensation insurance and any employer contributions made toward any employee benefits, including but not limited to, benefits under ORS Chapter 238A, and other administrative costs not to exceed 5% of the Authorized Union Representatives' total compensation package.

12.1.2 The Union will defend, indemnify, and hold harmless the City for any and all costs including attorney's fees, damages, settlements, judgments, or other costs, obligations and liabilities the City incurs as a result of any actions taken by the Authorized Union Representative on behalf of the Union during the period of Union Release Time.

12.2 Jury Duty

In the event an employee is duly summoned to any court for the purposes of performing jury duty, they shall receive their regular compensation for any regularly scheduled working hours spent in the performance of such service, provided that any compensation that may have been received for jury duty is turned over to the City. If jury duty does not take the entire work day, employees shall be afforded reasonable paid time in order to travel to work or the employee may choose to use appropriate leave for the remainder of the shift if pre-approved.

12.3 Bereavement Leave

12.3.1 Definition

Each regular employee covered by this contract will be entitled to up to 40 hours (prorated based upon FTE) of bereavement leave with pay per qualifying occurrence. Leave days may be non-consecutive, with approval from the department head of designee when the situation applies. For example, the employee takes two days (16 hours) off when the death occurs and later in the

month takes a single 8-hour day off for the service. The City reserves the right to require verification for the use of this leave.

Employees shall be allowed any additional leave as permitted under OFLA/FMLA provision.

12.3.2 Use

Such bereavement leave will apply to a death in the immediate family as defined under FMLA or OFLA guidelines. An employee may ask for approval for other family members not on the list under special circumstances. For example, if an employee was raised by their aunt rather than their mother, they could be approved to use bereavement leave to attend the aunt's funeral. In the event an employee's request for bereavement leave for an individual was not an immediate family member under FMLA or OFLA is denied by their supervisor, they may appeal that decision to the department head.

12.3.3 Not Accruable

Bereavement leave will not be accruable from year-to-year, nor will it have any monetary value if unused, and is not available for cash-out.

12.3.4 Additional Time Off

Employees wishing to take time for the loss of a family friend, pet, or other loss not specifically declared in this article, may request to take time off but will need to utilize accumulated vacation or compensatory time. Management will consider such requests and in the interest of supporting the employee at their time of loss, approve when staffing levels permit.

12.4 Educational Leave With or Without Pay

12.4.1 Definition

Special consideration may be granted to employees wishing leave for purposes of pursuing educational training at any accredited school when the course of study is directly related to the requesting employee's work. Such leave will be without compensation.

12.4.2 Certifications and Training

The City will pay for the maintenance of all current public works related certifications obtained while in the employ of the City, as well as all training, fees and materials for employer-required certifications within the public works department. The City may also at the department head's discretion, pay for training, fees and materials for certifications required for advancement to the next certification level or advancement to a higher classification. (e.g., Operator I to Operator II requires a higher certification).

12.4.2.1

The City will pay for the maintenance of information technology-related certifications obtained while in the employment of the City, as well as all training, fees and materials for employer-required training or certifications. The City may also, at the department head's discretion, pay for training, fees and materials for certifications required for advancement to a higher classification.

12.4.2.2

The City will pay for the maintenance of engineering-related certifications obtained while in the employment of the City, as well as all training, fees and materials for employer-required certifications within the engineering department. The City may also at the City engineer's discretion, pay for training, fees and materials for certifications required for advancement to a higher classification.

12.4.3 Costs

The City may pay for other classes and seminars that in its sole determination benefit the City.

12.5 Authorized Leave Without Pay

12.5.1 Unpaid Leave

It is the expectation of the City that employees will be judicious in their use of paid leave and that the need for an authorized leave without pay will be a rare occurrence. In the event of the exhaustion of vacation, holiday and compensatory leave time, the employee may be assigned by the department head to leave without pay due to unavoidable absence from work.

12.5.2 Temporary Absence

In instances where the work will not be seriously handicapped by the temporary absence of an employee, a department head may grant a leave of absence without pay not to exceed thirty (30) calendar days. Leaves of absence without pay for periods of more than thirty (30) days will be made at the discretion of the city manager. Requests for such leave must be in writing and must establish reasonable justification for approval of the request. Such leave will not be approved for an employee who is accepting employment outside the City service.

12.6 Government Leave

The City will provide leaves for military service and other public service areas as required by state and federal law. Grievance action taken under this section will not include binding arbitration unless mutually agreed to by the parties.

12.7 Family Medical Leaves

Employees shall be eligible to take Family Medical Leave(s) in accordance with relevant Federal and/or Oregon law. Necessary requests and documentation will be filed with the

human resources department. Human resources will process the requests, notify the supervisor and department head of the approval and maintain the appropriate private and separate medical files as required by Federal regulations.

ARTICLE 13: PROBATION

13.1 Probationary Period

13.1.1 Original Appointment Probationary Period

All original appointments shall be tentative and subject to a probationary period of twelve (12) months of service. A written evaluation of the employee's adjustment to work tasks, conduct and other work rules, attendance, and job responsibilities will be conducted at or around the six (6) month from date of hire. Upon written agreement by the City and the Union, probation may be extended. Time spent on extended leave (leave greater than two (2) consecutive weeks) by the employee does not count towards the months of service required to complete the probationary period. Probation shall end only upon receipt of a satisfactory performance evaluation which shall not be delayed unreasonably. A probationary employee who has not received a written evaluation by the end of their twelve (12) month probationary period, shall notify the public works director in writing, who will respond within twenty- one (21) calendar days with a scheduled date for the evaluation. If no response is received within that time frame, the employee will be deemed to have completed probation. A step increase under Article 6.2.1 shall be retroactive to the employee's one (1) year anniversary date. The provisions of this paragraph shall only apply to new employees hired after the effective date of January 1, 2018.

13.1.2 Regular Employment Status

Upon satisfactory completion of the probationary period as judged by the City in a written performance evaluation, the employee shall be considered as having demonstrated qualifications for the position, shall gain regular status, and shall be so informed through the supervisor. Upon attaining regular status, the employee shall be informed concerning eligibility for a merit increase.

13.1.3 Termination During Probationary Period

During the initial probationary period, a probationary employee may be terminated at any time without appeal or recourse to the grievance procedure of this Agreement. Probationary employees may use the grievance procedure for other, non-termination provisions of the contract.

13.1.4 Promotional Probationary Period

Upon promotion within the bargaining unit, an employee will undergo a promotional probationary period of six (6) months. If more time is necessary to evaluate a promoted employee, the City may extend the promotional probationary period up to three (3) months. During the promotional probationary period, an employee may be returned to the employee's former position for any reason without appeal or recourse to the grievance procedure of this Agreement.

ARTICLE 14: LAYOFF/SENIORITY

14.1 Seniority

14.1.1 Seniority Definition

For purposes of this contract, "seniority" means length of continuous service in a bargaining unit position, computed from the date of the employee's original hire. Such date shall be known as the employee's "continuous service date." Where two employees have the same continuous service date, the employee whose application was first filed shall be deemed the senior employee. Where continuous service dates and application dates are the same, seniority shall be determined by lot.

14.1.2 Continuous Service Definition

As used in this section, "continuous service" includes all authorized paid leaves of absence and unpaid leaves of absence for less than thirty (30) consecutive calendar days, but does not include any period between an employee's layoff and recall nor unpaid leaves of absence for more than thirty (30) consecutive calendar days. In the event of layoff and recall, the employee's continuous service date shall be adjusted to reflect a total length of continuous service.

14.2 Order of Layoff- Definition of Reduction in Force.

Reduction of force is defined as a reduction in hours from full-time to part-time and from full-time or part-time to separation from employment.

14.2.1 Reduction in Force

In the event of a reduction in force in a department or division, the City will first ask for volunteers in that job. If there are no volunteers, or the number of volunteers is insufficient, layoffs will be made in the inverse order of seniority. The City will provide sixty (60) days written notice in person to the affected employees and by mail to the union. Affected employees shall be informed of the layoff as soon as practicable. The laid off employee may, at their discretion, bump a less senior regular full-time employee in a lower job description, if the laid off employee is qualified for that position. "Qualified" shall be defined as meeting the posted minimum qualifications in the job description at the time of bumping, including required certifications. Exceptions to certification may be made in jobs where the law does not require certification for the position and the employee has the necessary skills and can obtain the certification within ninety (90) days.

14.2.2 Layoff Status

While on layoff status, regular employees may apply for seasonal work. If an employee is laid off from a regular job and later accepts a seasonal position, this would not change any of the provisions in this Article. Employees who bump to a seasonal position will be subject to recall under Articles 14.3 and 14.4.

14.2.3 Pay Status

Employees who bump to a seasonal position will be paid at the existing hourly rate as paid to other seasonal positions.

14.3 Layoff Status

14.3.1 Definition

For a period of twelve (12) months following the date of layoff, or reduction in hours from full-time to part-time, an employee shall be classified as on "layoff status," and the employee's name maintained on a recall eligible list. The order of names on the recall list shall be *in inverse order of layoff, by job description*. At the end of the twelve (12) month period, or sooner if the employee so requests, the employee's name shall be removed from the list. This provision applies to reductions in force made after December 31, 2014 and is not retroactive.

14.3.2 Entitlements

An employee on full layoff status shall not be entitled to any pay, status, benefits, or employment rights other than those specifically provided herein. Employees who are changed from full-time to part-time status will be eligible for all provisions, status, benefits or employment rights as a regular part-time employee.

14.3.3 Notification of Change of Address

An employee on layoff status shall promptly inform the Human Resources Manager of any change of address and shall be deemed terminated if a letter mailed to the last address recorded with the City is returned unclaimed.

14.3.4 Accrual Payout

An employee being laid off shall be paid for the total accrued vacation, holiday (if any) and compensatory time existing at the time of the layoff date.

14.4 Order of Recall

14.4.1 Definition

An employee on the recall list shall be offered a seasonal position, if available, if the employee is qualified for the position.

14.4.2 Order

Employees will be recalled based upon their job classification and seniority date at the time of layoff with the most senior employee being recalled first.

14.4.3 Eligibility

Regular employees who are on a recall list (as defined by Article 14.3) will be eligible for employment in a vacant seasonal position. Regular employees who accept seasonal work shall be retained on the recall list. Failure to accept seasonal work will not affect the employee's standing on the recall list.

14.4.4 Termination

An employee shall be deemed terminated if the employee does not report for work within ten (10) City business days of written notice of recall via registered mail for a regular position. Except as provided in this section, no person shall be hired to fill any position from which an employee was laid off as long as there is an employee within that job description on the layoff eligible list.

14.4.5 Restoration of Accrued Sick Leave

Upon recall, the employee shall have restored for authorized use all accrued sick leave hours as recorded by the City at the time of the layoff (this shall be the adjusted amount after 50% is provided for retirement per Article 7.5). This does apply to cases where the laid off employee returns to City work by being hired as a replacement as provided in Article 14.5.2 below. Time served in a seasonal appointment will not be credited towards the recalled employee's continuous service date for the regular position.

14.4.6 Acceptance of Regular Position

If an employee accepts a regular position, that employee will not be placed on the recall list and shall have no rights to recall, with the exception of 14.5.2.

14.5 Replacement Employment

14.5.1 General Applicant

An employee on layoff status may apply for a position with the City in a job other than the one from which the employee was laid off.

14.5.2 Retaining Eligibility

Acceptance of employment in a lower level job with a lower pay scale other than the employee's former job shall not be cause to remove the employee's name from the layoff eligible list. Rejection of replacement employment shall not be grounds for removal.

ARTICLE 15: PROMOTION AND TRANSFER

15.1 Promotions

Promotion is the change of position for an employee from a position in one class designation to a position in a class assigned to a higher salary range.

15.1.1 Filling Job Vacancies

Any job vacancy may be filled by promoting qualified employees within the City service or by hiring an external candidate. The City will fill employment vacancies with the most qualified applicant, whether it is from an internal or external source. Any current employee that applies for a union represented vacant posted position that meets the minimum qualifications as defined in the posting will be given an interview for that position.

15.1.2 Recruiting and Hiring Process

External recruiting may be initiated concurrently with the internal posting process, but no hiring commitment or decision will be made until the position has been posted internally for a minimum of five working days. To be eligible to promote to a different job, the employee shall not be in the process of any disciplinary action during the recruitment process. New probationary periods will begin at the time of an approved transfer to a new classification and/or a promotion.

15.1.3 Appointment to Filling Vacancies

The appointment to fill a vacancy shall be made on a competitive basis utilizing criteria established by the City.

15.1.4 Promotional Hire

Employees who are promoted or transferred to a different classification shall serve a six (6) month probationary period in that different position unless they have not completed their initial probation. When an employee is promoted or transferred to a different classification during their initial probationary period the six (6) months probationary period will be served concurrent with any unserved initial probationary period, however, the employee will continue to be "at-will" until they have passed the initial twelve (12) months. The City may extend the six (6) month promotional probationary period for up to three (3) additional consecutive months. The employee shall be covered by all terms and conditions of this contract except that the City's standards for successful completion of the probationary period and its application to the employee may not be grieved.

15.1.5 Right of Return

Any regular status employee who is promoted shall have a two (2) week period from the date of appointment during which the employee shall be allowed to return to the employee's former position. This two-week period of time may be extended by the City if it has not made an offer of employment for the career employee's former position.

In the event that an employee fails to pass the employee's six (6) month promotional probationary period due to an inability to meet performance standards, the employee will be returned to his/her previous position.

15.2 Transfers

Transfer is a change of an employee from one position to another in the same class or to a position in a comparable class within the City service.

15.2.1 Written Requests

Requests from employees for transfers from one department to another shall be made in writing and shall be directed to the employee's present department head and referred to the appropriate department head and the appointing power. Records of transfer requests will be kept centrally on a list with human resources by date of the request and will expire after thirty-six (36) months. Copies will be placed in the employee's file. Employees are responsible to check the status of their request when vacancies are announced.

15.2.2 Minimum Qualifications

Requests for transfer shall be given consideration when a suitable vacancy occurs; however, no employee shall be transferred to a position for which he/she does not possess the minimum qualifications. In order to be eligible for transfer to a different job, employees must have completed probation and shall not be in the process of any disciplinary action.

15.2.1 Decisions

Final decisions regarding transfers will be made at the discretion of the city manager.

15.3 Written Offers/Explanations

Offers of promotion and transfer and notice of an increase shall be given to the employee in writing. Absent such written offer and acceptance and absent such notice of an increase, no promotion, transfer or increase shall exist.

Existing employees shall receive a written explanation as to why the employee was not appointed. The explanation will include suggestions to help the employee be more competitive in the event of another promotional opportunity. The denial of a promotion/transfer shall not be grievable, so long as the decision was based upon lawful grounds.

15.4 AFSCME Representative

AFSCME will be allowed to send a representative to the new employee orientation to familiarize the new employee about the Union. The City will notify AFSCME of the date and time of the new employee orientation sessions.

ARTICLE 16: PERSONNEL RECORDS

16.1 Files

Employees may inspect the contents of their personnel file, in the presence of an authorized City representative. The official files will be kept with the human resources manager. Any duplicate or subsequent notes or records kept by a supervisor shall be for reference only and will not be considered part of the official file. Employees shall have the right to challenge any records that should have been purged per section 16.3. If found to be incorrectly in the file, the document will be destroyed.

16.2 Signature Requirement

No information reflecting critically upon employees will be placed in their personnel files without the employees being given the opportunity to review and sign the information. Employees will be required to sign such material to be placed in their personnel file with the understanding that their signature does not indicate agreement. If the employee refuses to sign the document, the supervisor will make a note that the employee has refused to sign and will place the information in the file. Signature sections shall not be on a separate page from the document. They shall be on a front to back or two-sided document to show that the signature was placed on the original document and not on a document later amended post-signature. Original signed documents shall be kept in the official personnel file at human resources.

16.3 File Purging

Documentation of an oral reprimand will be removed from the employee's personnel files after eighteen (18) months. Upon written request of the employee, written reprimands may be removed from their personnel files after eighteen (18) months at the discretion of the division manager and as long as no discipline occurred within that time period. Upon written request, written reprimands shall be removed from the employee's personnel files after thirty-six (36) months if no discipline has occurred during that time period. This shall include copies in any subsequent "supervisory" files kept outside of human resources.

ARTICLE 17: EMPLOYEE EVALUATION

17.1 Evaluations

As part of the City's personnel system each employee shall be evaluated upon completion of the probationary period and at least once a year in proximity to his/her anniversary date.

17.2 Furnished Copies

An employee shall receive a copy of any employee evaluation report.

17.3 Appeal Process

An employee may request a meeting with his or her department head to appeal an evaluation. If the evaluation results in economic loss, then the employee shall, upon request, meet with the supervisor and the City to review the evaluation. The parties may evaluate the appropriateness of a work plan in consideration of the employee's performance and may consider a delayed step increase in lieu of a withheld step increase as a potential solution.

17.4 Supplemental Letter

An employee may write a supplemental letter and have it put in his or her personnel file along with the evaluation.

17.5 Definition

Performance evaluations are not considered disciplinary action, and are not subject to the grievance procedure, unless there is an economic loss applied, then the grievance procedure may apply.

ARTICLE 18: DISCIPLINE AND DISCHARGE

18.1 Disciplinary Action

18.1.1 Definition

Disciplinary action may be imposed upon a non-probationary employee following the principals of just cause. Disciplinary action imposed on any non-probationary employee may be processed through the regular grievance procedure in this agreement. A grievance of an employee discharged shall be filed at Step 2 (19.6) and must comply with all the requirements of Step 1. Oral reprimands shall be limited up to Step 2 of the grievance process.

18.1.2 Progressive Discipline and Serious Misconduct

Disciplinary action shall be timely. The City will use progressive discipline unless the misconduct is of a serious nature that merits a higher level of discipline. Examples of serious misconduct may include, but are not limited to, violence or threats in the workplace, being intoxicated or otherwise impaired while working, and sexual harassment. Except in cases of serious misconduct, discipline shall be corrective and not punitive. Discipline may include but is not limited to, oral reprimand, written reprimand, suspension without pay, demotion, reduction in pay and discharge.

18.1.3 Consequences

Serious violations, as determined by the City, may be dealt with by any of the above measures on the first offense or subsequent offenses.

18.1.4 Reprimand and Discipline

If the City has reason to reprimand or discipline an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

18.1.5 Stewards' Rights

A steward shall have the right to discuss any disciplinary action imposed or recommended by a supervisor with that supervisor at the affected employee's request, with or without the employee's presence.

18.1.6 Employees' Rights

In addition to the provisions of (18.1.5) above, an employee has the right to have a steward present at an interview with a supervisor when the employee has a reasonable belief that the interview is part of an investigation which could result in disciplinary action. The interview may not be unduly delayed awaiting a particular unavailable steward when other stewards may be available.

18.1.7 Due Process

Due Process procedures which normally will be followed when an employee may be subject to discipline greater than a written reprimand are as follows:

18.1.7.a. Notification of Charges or Allegations

The employee will be notified of the charges or allegations which may subject them to discipline.

18.1.7.b. Notification of Disciplinary Sanctions

The employee will be notified of the disciplinary sanctions being considered.

18.1.7.c. Employees' Opportunity to Refute Charges or Allegations

The employee will be given an opportunity to refute the charges or allegations either in writing or orally in an informal hearing.

18.1.7.d. Accompaniment by Employee

At their request, the employee will be entitled to be accompanied by a fellow employee or a representative of the Union at the informal hearing.

18.2 Right to Grieve Discipline

Any discipline imposed on a non-probationary employee may be grieved through the provisions of Article 19. If an arbitrator determines that an employee has been issued discipline that does not comply with the just cause or other provisions of this Article, the arbitrator will have the authority to fashion an appropriate remedy that may include reinstatement with full restoration of rights and conditions of employment, compensation for lost wages or other benefits, or a reduction of the level of discipline issued.

18.3 Plans of Correction and Improvement

Management may counsel employees about areas in which improvement can be attained, when in the supervisor's assessment the employee could benefit from the additional coaching. The City may also provide counseling during the employee's performance evaluation and when appropriate the City and employee may develop a plan of action for improving performance. The goal of this counseling is to help the employee understand the supervisor's expectations and provide a time frame during which the employee and the supervisor will work closely together to reach the required performance or behavioral improvements contained within the plan. So called "teachable moments" are not disciplinary in nature. These plans are not an extended probation, nor are they intended to be discipline. The purpose behind these policies is to provide a tool which allows for the documentation of improvements that must be made by an employee in meeting either the performance or behavioral expectations of the supervisor.

If an employee has been placed on a plan and improvement has not been achieved, they may have their step increase withheld until the completion of the plan, however, such an action shall be subject to the grievance procedure outlined in Article 19.

ARTICLE 19: DISPUTE SETTLEMENT

19.1 Grievance Definition

As used in this contract, the term "grievance" means any claim by or on behalf of a particular employee or party to this contract that such claimant's rights, benefits, privileges, or interests under this contract have been violated or that this contract has been misapplied to such claimant in a particular case.

19.2 Exclusive Remedy

Grievances shall be initiated and processed in the manner provided for herein, which procedure the parties mutually acknowledge to be the exclusive and binding process for the resolution of disputes constituting grievances.

19.3 Time Limits and Procedures

Any or all time limits specified in the grievance procedure may be waived by mutual consent of the parties. Any such waiver must be reduced to writing by the party requesting it and agreed to in writing by the other party (exchanged e-mails shall be sufficient to meet this requirement). Failure of the aggrieved party to submit or prosecute a grievance in accordance with these time limits shall constitute abandonment of the grievance. The City shall respond to the grievance within the stated time limits unless an extension has been mutually agreed upon. Upon failure of the City to respond to a grievance within the specified time limits, the Union will be permitted to advance the grievance to the next step.

19.4 Grievances

19.4.1 Outline of Written Grievance

The written grievance shall include:

19.4.1.a Name and Position

The name and position of the employee by or on whose behalf the grievance is brought.

19.4.1.b Dates

The date of the circumstances giving rise to the grievance, and the date of the employee's first knowledge thereof, if later.

19.4.1.c Statement

A clear and concise statement of the grievance, including the relevant facts necessary to a full and objective understanding of the employee's position.

19.4.1.d Provisions

The specific provision or provisions of the contract allegedly violated by the City.

19.4.1.e Remedy

The remedy or relief sought by the employee.

19.4.1.f Signature(s)

The signature of the employee and/or the shop steward submitting the grievance, and such person's name and position.

19.5 Grievances at Step 1

The union has fifteen (15) calendar days after the incident that led to a grievance, to file with the employee's immediate supervisor. The supervisor has fifteen (15) days of receipt of the grievance to provide a written response. If the grievance is not resolved at Step 1, the union has ten (10) calendar days to advance the grievance to Step 2.

19.6 Grievances at Step 2

The grievance, along with all pertinent written information will be submitted to the city manager or their designee. The city manager or designee shall meet with the employee and/or the Union representative and will render a decision within fifteen (15) calendar days of receipt of the grievance. If the city manager's decision does not resolve the grievance, the Union may advance the grievance to Step 3.

19.7 Grievances at Step 3

19.7.1 Process

If the Union chooses to advance the grievance to Step 3, the Union must provide notice to the city manager and request a list of arbitrators from the Employment Relations Board within 15 days of the City's response in Step 2, unless mediation has been requested. If the parties do not agree to mediation, the Union must request a list of arbitrators within 15 days of the refusal to mediate. Grievances shall be submitted to a single arbitrator chosen in the following manner from a list of seven (7) names submitted by the State Conciliator of the Employment Relations Board or from any other agency on which the parties agree. Within fifteen (15) calendar days following the Union's receipt of the list of arbitrators, the City and the Union representatives shall flip a coin to determine who shall exercise the first opportunity of striking a name, with the loser of the coin toss striking first. Strikes shall be exercised alternately until each party has exercised three (3) strikes and only one (1) name remains, who shall be the arbitrator. Within fifteen (15) calendar days from the date the arbitrator is selected, the Union, on behalf of both parties, shall inform the arbitrator of selection, and the arbitrator shall schedule a hearing.

19.7.2 Mutual Agreement

The parties may, by mutual agreement in a particular case, provide for any amendment, waiver, modification, or addition to the rules and procedures herein set forth in this Article, which agreement shall not affect subsequent cases.

19.7.3 Mediation

Within fifteen (15) calendar days of receipt of the City's response in Step 2, either party to the labor contract may request mediation. Both parties must agree to mediation. If agreed to by both parties, the Union will contact the State Conciliator of the Employment Relations Board and a mediation session will be held with an assigned mediator. If mediation is not successful, a request shall be made within ten (10) calendar days from the conclusion of mediation, for a list of arbitrators. Mediation shall be concluded when (1) the parties mutually agree in writing that the grievance is resolved; and (2) the Union provides written notice that the grievance is withdrawn; or (3) either party notifies the other party and the mediator in writing that it wishes to conclude mediation, but only after at least one mediation session has been held.

19.7.4 Arbitration Rules

Except as expressly provided herein, arbitration of grievances shall be conducted according to the applicable rules of the organization that supplied the parties with a list of arbitrators.

19.7.5 Arbitration Process

When, after the initiation of a grievance at Step 3 but before the arbitration hearing, new factual information or evidence directly relevant to the issues first comes to the knowledge of a party, which was not previously known to the party, notice of such information shall be served immediately on the other party's representative. Such information may be introduced in arbitration, if otherwise admissible according to usual evidentiary standards in arbitration.

19.7.6 Arbitration

The powers of the arbitrator shall be limited to determination of issues of fact and the application and interpretation of the provisions of this contract. The arbitrator shall have no power or authority to alter, abridge, modify, vacate, or attend any of the terms of this contract; nor to substitute the arbitrator's judgment for that of the City as to any matter within the City's discretion under this contract, as long as the City did not exercise its discretionary authority unreasonably, arbitrarily, capriciously or discriminatorily; nor to consider, decide, or act upon any condition or circumstance not treated in this contract.

19.7.7 Arbitrator's Decision and Costs

The arbitrator shall render a decision within thirty (30) days of the close of the hearing. Any necessary expenses for the services of the arbitrator shall be split equally between the parties. If either party desires an official verbatim record of

an arbitration proceeding, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator. Each party shall be responsible for compensating its own representatives or witnesses, subject to changes in relevant case law and in accordance with Article 24 Savings Clause. The names of any witnesses to be used in arbitration by either party shall be made known to the other at least seventy-two (72) hours prior to the arbitration hearing.

19.7.8 Arbitrator's Decision

The decision of the arbitrator, if arrived at pursuant to the provisions of this contract, shall be final and binding upon the parties.

19.8 Informal Discussion Permitted

Nothing in this article is intended to preclude or prohibit informal discussion of a potential grievance between an employee and the immediate supervisor, provided that the time limits set forth herein are adhered to.

19.9 Confidentiality

All proceedings, meetings, and discussions related to grievances shall be limited in attendance to the parties and their designated representatives. All documents and information relative to the grievance and resolution are exempt from public disclosure to the extent allowed under the public records law, until the conclusion of the final proceeding.

19.10 Absence from Work Station

Except for the provisions of Article 19.7.7, union stewards representing employees or the Union at the meetings and hearings provided for in this article shall be permitted, after notice to the immediate supervisor, to leave their assigned work areas without loss of pay during their attendance at such meetings or hearings.

ARTICLE 20: NO STRIKE OR LOCKOUT

20.1 Strike Prohibited

During the life of this Agreement, the Union and its members, as individuals or as a group, will not initiate, cause, permit, participate in or join any strike, work stoppage, slow down, picketing or any other restriction of work. Employees in the bargaining unit, given the opportunity to confer with a supervisor while acting in the course of their employment, shall not honor any picket line when called upon to cross such picket line in the line of duty. Disciplinary action, including discharge, may be taken by the City against any employee or employees engaging in a violation of this article.

20.2 Union's Duty

In the event of a strike, work stoppage, slow down, picketing, observation of a picket line or other restriction of work in any form, either on the basis of individual choice or collective employee conduct, the Union will immediately upon notification make reasonable attempts to secure an immediate and orderly return to work.

ARTICLE 21: OUTSIDE EMPLOYMENT

21.1 Approval to Engage in Outside Employment

Bargaining unit employees may not engage in outside employment that conflicts with the nature of the City's mission, conducts business with the City of Newberg, or otherwise interferes with the employee's ability to perform according to established standards of performance and work rules. An employee also may not conduct business connected to outside employment during scheduled hours of work at the City of Newberg.

An employee must receive authorization prior to engaging in outside employment. Any employee who wishes to engage in outside employment must submit a completed "Outside Employment" form (Appendix F of the City Personnel Manual) to the division manager. If the City, in its discretion, determines that the outside employment does not create a conflict, it will approve authorization of the request and place the Outside Employment form in the employee's Personnel File. If the City does not approve an outside employment request, the Union reserves the right to meet and discuss the rationale for the City's decision. The City has the final say and the decision is not grievable.

ARTICLE 22: WORKING CONDITIONS AND SAFETY

22.1 Safety

The City and employees agree to abide by federal and state safety regulations per the Oregon Administrative Rules. Unsafe practices and conditions shall be immediately called to the attention of the employee's immediate supervisor and/or available supervisor. Once substantiated by the City, the unsafe condition shall be remedied as fully as possible. The City shall not discipline or in any manner discriminate against any employee who in good faith and for cause reports the existence of an unsafe condition or practice to the City. If an employee refuses to work due to a good faith belief and for cause evidence of unsafe working conditions after following the proper reporting of unsafe conditions as outlined above, the City agrees to not subject the employee to discipline. If the City fails to remedy the situation in a reasonable amount of time, the employee will not be penalized for reporting the unsafe condition. However, if the City examines the condition and deems it safe, the City can require the employee to perform the work.

22.2 Uniforms and Protective Clothing

22.2.1 Provided Uniform Items

The City shall provide uniform items required for the position, including but not limited to, shirts, jackets, vests, coveralls, gloves, safety glasses, rain gear, steel-toed rubber boots, hats and replacement items as authorized.

22.2.2 Employee Choices

Employees should have choice in fit of apparel, i.e. correct sizes. If needed for the employee's position, not more than every twelve (12) months, the City shall reimburse the employee up to \$400 for the purchase of ANSI approved safety toed boots/shoes, laces, socks and work pants as authorized, annually effective each July 1st.

22.3 Clean Up Time

Whenever it is essential for employees to clean up or change clothes to be presentable upon leaving work, the employee shall be granted adequate personal cleanup time prior to the end of each work shift. The City shall provide the required facilities for the employee's cleanup time. Work schedules shall be arranged so that the employees may take advantage of this provision where it is applicable. Neither party to this contract shall construe "clean up time" to mean "quitting early time", "leave early time" or come in early from the field.

22.4 Tools and Equipment

Providing safety equipment and personal protective equipment is the City's responsibility. The City shall provide tools, except in Fleet Services where employees may elect to use pre- authorized personally owned tools.

22.5 Travel

Employees shall make every effort to travel as economically as practical. The City shall use a reasonableness test to evaluate whether employee proposed travel expenses are economical under the circumstances. Distances more than seventy (70) miles from Newberg, shall be considered for hotel stays, either on the night before or after a required class or training. The City has discretion to provide a City-owned vehicle for the travel, or to authorize the employee to use a personal vehicle. If, by mutual agreement, the employee uses a personal vehicle, the City shall reimburse the employee at the rate determined by the Internal Revenue Service. If the City requests that the employee use a City-owned vehicle, but the employee chooses to drive a personal vehicle, the City will not reimburse for travel. Drive time to required classes is paid roundtrip.

22.6 Bargaining Agreement and Personnel Rules and Regulations

The City will make a copy of this collective bargaining agreement electronically available within sixty (60) days of full execution of this contract.

The City will also provide electronic access to the City's Personnel Rules and Regulations and any amendments of such rules.

The City will furnish each new employee information on how to access this agreement and the City Personnel Rules and Regulations on the City website at the time of appointment.

22.7 Vehicle Safety

The parties recognize that possession of a valid Commercial Driver's License (CDL) or driver's license is an essential job function for a number of City positions. If an employee holds a position in a classification that requires a valid driver's license, and his/her license is non-renewed, suspended or revoked, that person will be subject to termination due to failure to maintain or report a change in the minimum qualifications. An exception to this is if the employee temporarily loses his/ her driver's license for a traffic violation, or their CDL lapses, the employee can apply accrued leave and other compensatory time, or if the City, without creating an operational disturbance can find alternative work duties, the City and the employee will bridge the gap, up to sixty (60) days. Employees are obligated to notify their employer immediately if their license is invalid or suspended.

22.7.1 Global Positioning Systems (GPS)

The City will provide at least ten (10) days advance notice to the Union and affected employees of any plans the City may adopt the installation of a GPS system in any vehicles that are operated by members of the bargaining unit.

The City intends to use the GPS system to improve operation efficiencies, achieve cost savings through preventative maintenance, and improve employee safety. Any information or data gathered through the GPS system is intended solely to inform or provide coaching to employees, and not to support disciplinary actions.

22.72 Policy for Weapons

Employees that commute to work in personally owned vehicles and park in City owned parking areas, but do not use their personal vehicle for the performance of work duties may carry legally owned weapons in their personal vehicles on City property in accordance with ORS.

22.8 City to Bear Cost of Commercial Driver's License Requirement

The City shall bear any additional costs associated with a required commercial driver's license (CDL). Should an employee allow their CDL to expire or it is revoked, any reinstatement fee shall be the responsibility of the employee.

22.9 Impairing Medications

If an employee is taking any medication that has a warning label indicating it may cause impairments when driving or operating equipment and the employee's job duties include driving or operating equipment, the employee shall notify the human resource office before reporting to work.

22.10 Inclement Weather

22.10.1 Essential personnel is defined as employees who are required to respond to work even during a City declared inclement weather or emergency situation as their duties are essential for basic City functions. Essential personnel will be notified annually by their supervisor that the position they hold is so designated.

22.10.2 Inclement weather will be defined and declared by the city manager or their designee. Once an inclement weather day has been declared, notice will be given to all City employees via public media, by phone, a-code red or other notification system as determined by management.

22.10.3 In the event that the City decides to close operations due to inclement weather or hazardous conditions, non-essential employees will not be required to report to a City facility. Non-essential employees will, at minimum, be paid their base rate for a full shift that day. Non-essential employees who have reported to their assigned shift at a City facility prior to the city manager closing the City shall receive the 1.5 rate or compensatory time for the actual hours worked.

22.10.4 Essential personnel required to report to work in inclement weather when the city manager has closed the City shall receive pay at time and one half (1.5) for actual hours worked that day.

22.10.5 Employees who attempt to get to work on time but are unavoidably delayed due to inclement weather when their worksite is open for regular business hours may arrive up to two (2) hours late for their scheduled shift without penalty. If an employee is more than two (2) hours late for their scheduled shift, the employee will use vacation time, saved holiday, compensatory time or leave without pay in 15-minute increments for time into their scheduled shift in excess of two (2) hours.

22.10.6 In the absence of a work site closure, an employee who determines that they cannot safely reach their assigned work location, or that they must leave early due to inclement weather, will charge time missed from their scheduled shift to vacation time, saved holiday, compensatory time or leave without pay.

22.10.7 In the event of a natural disaster (earthquake, floods, major inclement weather) the City will take necessary action and make every effort to inform all employees of the procedures that should be followed. Should lines of communication become unavailable, employees must make every effort to report to their work locations as soon as is reasonably possible during work hours.

22.10.8 Inclement conditions may arise in the telework locations. If utility providers experience outages that prevent an employee from working, it will be treated as if the employee's normal worksite has been closed due to inclement conditions, unless the employee finds alternate work or an alternate work location. Employees shall, in keeping with the telework policy, notify their supervisor within 30 minutes of the outage to the extent possible.

22.11 Hazardous Air Quality

22.11.1 Hazardous Air Quality Defined

For purposes of this Article, air quality will be considered unsafe due to inclement conditions if an air quality index (AQI) measurement within 1 mile of an employee's work location has been found to be 201 ("very unhealthy") or worse, as defined by the United States Environmental Protection Agency.

22.11.2 When DEQ and OHA declare an air quality issue in the Portland or Salem regions, a supervisor will check the local AQI readings regularly and report them to the department head. The City will apply Oregon OSHA's air quality for outdoor workers guidance accordingly.

22.11.3 Concern that the building or outdoor area where work has been assigned is unsafe due to air conditions is a valid reason to report an unsafe work assignment to the supervisor. In such cases, the employee shall report the concern to their supervisor, who may choose to mitigate the safety concern through proper PPE, engineered controls, or reassign the employee to an alternative work assignment, including telework if appropriate. From the time that the employee raises the concern, to the point the concerns are mitigated, the employee shall not suffer any loss of pay.

22.11.4 When the City establishes a late opening due to elevated AQI, employees will report to work at the modified open time without loss of pay.

ARTICLE 23: JOINT LABOR MANAGEMENT COMMITTEE

23.1 Membership

A Joint Labor Management Committee is hereby established to serve as a mechanism for dialogue between the parties and as a vehicle to discuss issues of mutual concern to the parties. The parties agree to meet at least two times per calendar year. The parties have the authority to create additional subcommittees underneath the auspices of the Joint Labor Management Committee, as the parties may deem appropriate. The Joint Labor Management Committee shall be composed of eight members, with four members appointed by the Union and four members appointed by the City's human resource manager. Permanent or temporary membership of the Committee may be expanded by mutual agreement of the Union and City. Should the Joint Labor Management Committee meet during normal work hours, no bargaining union member of the Committee shall suffer any loss of pay as a result thereof.

23.2 Issues

The parties agree that the Joint Labor Management Committee and its subcommittees, as appropriate, will thoroughly examine and discuss the issues that have been jointly identified and any new issues that later are identified by the parties. It is intended that each issue will be thoroughly explored so that the ramification and impacts of each issue are understood by the committee members. The Joint Labor Management Committee shall have no authority to review the merits or adjust specific employee grievances. Subject to the deliberation of the subcommittees, or the Joint Labor Management Committee itself, recommendations may be issued to the Union's leadership or membership, as appropriate, and to the city manager or city council as appropriate.

ARTICLE 24: SAVINGS CLAUSE

24.1 Remainder of Contract Enforceable and Duty to Bargain Replacement Language

Should any article, section, provision, or portion thereof of this Agreement be held unlawful or unenforceable by any court of competent jurisdiction or become unlawful through a change in applicable state or federal law, only the specific article, section, provision, or portion thereof will be invalidated. The remainder of the Agreement will still be given full force and effect and remain binding on the parties. The parties agree to meet promptly in order to bargain replacement language for any part of this Agreement that is held to be unlawful.

ARTICLE 25: COMPLETE AGREEMENT/PAST PRACTICES/SEVERABILITY

In the event the City desires to amend or modify or change the status quo concerning an issue that it believes is a mandatory subject of bargaining or that has a mandatory impact, the City will provide the Union with written notice of the proposed change. The Union will have fourteen (14) days to object in writing and orally to the person proposing the change or their designee. The Union's written objection will specify the nature of the objection. Failure of the Union to object in writing to the proposed change within fourteen (14) days of the notice provided for above will serve as a waiver of the Union's right to bargain. Thereafter, the parties will bargain in good faith over said changes for a period not to exceed thirty (30) days. If after the passage of thirty (30) days, the parties have not reached agreement; the parties will follow the provisions outlined in Oregon Revised Statutes for Public Employee Rights and Benefits (ORS 243.650 through 243.795).

ARTICLE 26: DURATION

26.1 Term

This Agreement shall be effective July 1, 2021 and will remain in effect through June 30, 2024. To negotiate a successor agreement, either party must give written notice by January 1, 2024 to the other party of their intent to open the contract.

This Agreement will automatically be renewed from year to year thereafter unless by January 1 either party gives written notice to the other of their intent to negotiate a successor agreement.

Negotiations shall commence not later than forty-five (45) days after the giving of said notice.

IN WITNESS WHEREOF the parties hereto have set their hand at the date indicated by their signature. This Agreement shall be deemed fully executed when all signatures have been obtained.

AFSCME Council 75
Newberg Local

Paul Snegirev 8/3/2021

President Date

Mike Fischer 8/4/2021

Vice President Date

[Signature] 8/4/2021

Member Date

[Signature] 2021/08/05

Member Date

Paige Barton 8/2/21

Paige Barton, AFSCME Council 75 Date

City of Newberg

[Signature] 8/9/2021

Dan Weinheimer, City Manager Date

[Signature] 8.9.2021

Kezia Wanner, Asst City Manager Date

[Signature] 7-27-2021

Jeffery Chicoine; Miller Nash LLP Date

FISCAL YEAR 2021-2022 SALARY SCHEDULE

City of Newberg - AFSCME Union Salary Schedule - Public Works

Effective July 1, 2021

CLASSIFICATION	GRADE		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	
			1	2	3	4	5	6	7	8	9	10	11
Secretary	121	\$	3,530	3,618	3,708	3,801	3,896	3,993	4,093	4,195	4,300	4,408	4,518
	Hourly	\$	20.37	20.87	21.39	21.93	22.48	23.04	23.61	24.20	24.81	25.43	26.08
Facilities Maintenance/Groundskeeper	132	\$	4,028	4,129	4,232	4,338	4,446	4,557	4,671	4,788	4,908	5,031	5,157
Operator 1	Hourly	\$	23.24	23.82	24.42	25.03	25.65	26.28	26.96	27.62	28.32	29.03	29.75
Utility Technician 1													
Facilities Maintenance Technician	136	\$	4,213	4,318	4,426	4,537	4,650	4,766	4,885	5,007	5,132	5,260	5,392
Fleet Mechanic	Hourly	\$	24.31	24.91	25.53	26.18	26.83	27.50	28.18	28.89	29.62	30.35	31.11
Utility Technician 2													
Operator 2 - Treatment Plant	140	\$	4,416	4,526	4,639	4,755	4,874	4,996	5,121	5,249	5,380	5,515	5,653
Plant Mechanic	Hourly	\$	25.48	26.11	26.76	27.43	28.11	28.82	29.54	30.28	31.04	31.82	32.60
Administrative Support Coordinator	142	\$	4,344	4,453	4,564	4,678	4,795	4,915	5,038	5,164	5,293	5,425	5,561
	Hourly	\$	25.06	25.69	26.33	26.99	27.66	28.36	29.07	29.79	30.54	31.30	32.08
Asset Management Specialist	144	\$	4,625	4,741	4,860	4,982	5,107	5,235	5,366	5,500	5,638	5,779	5,923
Conveyance Specialist	Hourly	\$	26.68	27.35	28.04	28.74	29.46	30.20	30.96	31.73	32.53	33.34	34.17
Operator 2 - Pretreatment Specialist													
PWM Lead - Crew Chief													
Fleet Maintenance Lead - Crew Chief	148	\$	4,854	4,975	5,099	5,226	5,357	5,491	5,628	5,769	5,913	6,061	6,213
Operator 3 - Regulatory Specialist	Hourly	\$	28.00	28.70	29.42	30.15	30.91	31.68	32.47	33.28	34.11	34.97	35.84
Operator 3 - Senior Operator													
Sr Plant Mechanic													
Operator 4 - Regulatory Compliance	152	\$	5,068	5,195	5,325	5,458	5,594	5,734	5,877	6,024	6,175	6,329	6,487
	Hourly	\$	29.25	29.97	30.71	31.49	32.27	33.08	33.91	34.75	35.63	36.51	37.43

FISCAL YEAR 2021-2022 SALARY SCHEDULE

City of Newberg - AFSCME Union Salary Schedule - Engineering

Effective July 1, 2021

CLASSIFICATION	BUDGETED FTE	GRADE	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step		
			1	2	3	4	5	6	7	8	9	10	11	
Engineering Technician I		134	\$	3,916	4,014	4,114	4,217	4,322	4,430	4,541	4,655	4,771	4,890	5,012
		Hourly	\$	22.59	23.16	23.74	24.33	24.94	25.56	26.20	26.86	27.53	28.21	28.92
Engineering Technician II		145	\$	4,525	4,638	4,754	4,873	4,995	5,120	5,248	5,379	5,513	5,651	5,792
		Hourly	\$	26.11	26.76	27.43	28.11	28.82	29.54	30.28	31.03	31.81	32.60	33.42
GIS Analyst		153	\$	5,012	5,137	5,265	5,397	5,532	5,670	5,812	5,957	6,106	6,259	6,415
		Hourly	\$	28.92	29.64	30.38	31.14	31.92	32.71	33.53	34.37	35.23	36.11	37.01
Engineering Technician III		157	\$	5,204	5,334	5,467	5,604	5,744	5,888	6,035	6,186	6,341	6,500	6,663
		Hourly	\$	30.02	30.77	31.54	32.33	33.14	33.97	34.82	35.69	36.58	37.50	38.44
Engineering Associate		163	\$	5,433	5,569	5,708	5,851	5,997	6,147	6,301	6,459	6,620	6,786	6,956
		Hourly	\$	31.34	32.13	32.93	33.76	34.60	35.46	36.35	37.26	38.19	39.15	40.13

FISCAL YEAR 2021-2022 SALARY SCHEDULE

City of Newberg - AFSCME Union Salary Schedule - IT

FY2021

Effective July 1, 2021

CLASSIFICATION	GRADE	BASE	Step	Step	Step	Step	Step	Step	
			1	2	3	4	5	11	
Information Technician I	139	\$	4,105	4,208	4,313	4,421	4,532	4,645	5,386
	Hourly	\$	23.68	24.28	24.88	25.51	26.15	26.80	31.07
IT Administrative Assistant	142	\$	4,259	4,365	4,474	4,586	4,701	4,819	5,588
	Hourly	\$	24.57	25.18	25.81	26.46	27.12	27.80	32.24
IT System Administrator	165	\$	5,598	5,738	5,881	6,028	6,179	6,333	7,343
	Hourly	\$	32.30	33.10	33.93	34.78	35.65	36.54	42.36
IT Network Engineer	175	\$	6,043	6,194	6,349	6,508	6,671	6,838	7,930
	Hourly	\$	34.86	35.74	36.63	37.55	38.49	39.45	45.75

Memorandum of Agreement: Compensation Study and Salary Adjustments

The City and Union recognize the need for fair, equitable, and competitive compensation for bargaining unit members and agree to undertake a compensation study during the parties' 2021-2024 agreement subject to the following terms:

1. The City commits to commencing the process for a compensation study for each classification within the bargaining unit within 12 months of ratification.
2. The City will retain an outside vendor for this study through a procurement process. The process will include a selection committee with a seat reserved for a Union member.
3. The Union shall have full access to the vendor's review process, report and recommendations.
4. The results of the compensation study will provide the foundation for pay scale adjustments for such classifications as warranted by the review.
5. The impact of any recommendations on the City's finances and pay equity obligations will be factors in making any pay scaled adjustments.
6. The City will develop proposals for pay scale adjustments and share such proposals with the Union. The City will meet with and obtain agreement from the Union before making a pay scale adjustment for any classifications within the bargaining unit arising from the compensation study. The City will not implement its proposed changes without agreement from the Union.
7. A pay scale for any classification is subject to be increased or decreased as warranted by the compensation study.
8. No employee's individual pay will be reduced based on the result of the compensation study. The City may freeze an individual's rate of pay until such time that the pay scale for such employee's classification exceeds the individual's pay.
9. The City's target for enacting pay scale adjustments resulting from the compensation study is January 1, 2023. Any adjustments made after that date will be made retroactive to January 1, 2023.
10. This letter of agreement shall expire no later than June 30, 2024.

Memorandum of Agreement: Signing Bonus

The City and Union agree to the following terms:

1. The City will pay a one-time \$500 signing bonus to each bargaining unit employee who is on the City payroll as of June 20, 2021, subject to ratification of a comprehensive tentative agreement by Union membership by that date and subsequently by City Council.
2. The \$500 signing bonus is the gross payment, will be subject to tax withholdings, and is not tied to nor is compensation for hours worked.
3. If ratification by both parties occurs on or before June 21, 2021, payment for the signing bonus will be included in the paycheck issued June 30, 2021
4. If ratification by both parties is not completed until after June 21, 2021, but prior to July 20, 2021, payment for the signing bonus may be made in the paycheck issued July 30, 2021.