

AFSCME Opening Proposal
August 27, 2024

In-Person Reporting Proposal

Employees covered under this agreement may be eligible to enter into a telework agreement. Should the provisions of any HRAR related to telework change, the City and Union will meet to negotiate over the impact of the changes in accordance with ORS 243.698.

Represented employees who are required to work in-person shall be granted a reduced work schedule with no loss in pay in proportion to their required in-person reporting in recognition of the costs of commuting and other sacrifices made. 100% in-person employees shall earn their full wages at 0.8 FTE, hours worked thereafter treated as overtime. Hybrid employees shall earn their full wages at 0.9 FTE, hours worked thereafter treated as overtime.

Employees will be considered Hybrid if they are generally able to perform their work remotely and required to report in-person regularly. Employees who are designated Remote will not have their Remote status altered unless by mutual agreement.

Abiding by this reduction shall not be used as a reason to cancel an employee's flexible work schedule, if an employee and their direct supervisor are unable to resolve scheduling concerns then the Union and the City will meet to find a solution.