

Bureau of Development Services Frequently Asked Questions Safety Net Options

November 3, 2020

General Answers for Safety Net Options

1. What is the Safety Net program?

During the beginning of the recession in 1997-98, the City Council adopted ordinance number 171215, which established the Safety Net and Targeted Severance Programs. The Office of Management and Finance (then referred to as Office of Finance and Administration) developed these two programs, which continue to this day, by offering leave options to employees during national- and state-declared emergencies. The options under these programs have now been updated to reflect the needs of COVID-19 and provide bureau-approved flexible leave options to employees during national- and state-declared emergencies.

2. Do I have to qualify for the Safety Net Program? Are there requirements?

In order to maintain benefit coverage, participating employees must have a minimum of 20 hours of scheduled, paid time per week. Employees eligible for benefits under the Affordable Care Act (ACA) are required to meet the minimum requirements for continued coverage. ACA eligibility details are included in the City's Benefits Highlights brochure available at <https://www.portlandoregon.gov/bhr/article/760952>.

Employees are encouraged to have conversations with their managers, bureau equity managers, and/or the human resources business partner within their bureau to ensure questions and concerns can be addressed.

3. When will this program be available to represented employees?

This program is available to union-represented employees in keeping with the terms of the letter of agreement signed in late October, a copy of which is attached to this FAQ document.

4. How will you ensure that by opting into one of these options, I am not at risk for future layoff?

Expanding the Safety Net Program does not prevent the possibility of future layoffs. In the event of layoffs, employees who participate in the Safety Net Program will be treated the same as other employees. They are neither shielded from layoffs, nor prioritized for layoffs.

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5. Will cost of living raises for represented employees (when eligible) be “frozen” while out on leave?

Represented employees should check with their unions regarding the timing of cost of living increases based upon the Letters of Agreement negotiated prior the adoption of the FY21-22 budget.

6. How will cost-of-living allowances (COLA) and merit increases be impacted if I select one of these options?

While it is still unclear what financial decisions will be made about cost of living and/or merit increases next fiscal year, some options may impact an employee’s merit and/or COLA timeline.

7. If an employee takes a severance package, voluntary layoff, or mandatory layoff, do they get paid out on vacation and comp?

Vacation and COMP time will be paid out. Management leave and Sick leave are not paid out.

Financial Questions

8. Can a table be created that would allow us to test different options to see whether it would result in saving positions? Some sort of preview?

For different options, there are different equivalents of savings. Example: if 14 employees reduce their schedule by 10 percent (72 hours in a pay period), one FTE position will be saved for the duration of those 14 employees working that reduced schedule. If furlough or reduced schedules are implemented, they must be followed for extended periods of time to achieve significant savings.

9. Is it guaranteed that our sacrifices will result in our section colleagues' positions being saved? How are the programs defined? By group or section or other?

Regarding saving positions within sections, there are no guarantees. We’re in an uncertain situation. However, all savings will flow to programs where expenditures occurred. Every little bit of savings helps. Programs are defined by cost centers. Please see [link](#) to cost recovery report on the employee intranet site. Cost Recovery structure doesn’t directly line up with the organizational chart or sections.

10. During the period of voluntary separation options, will BDS Managers be notified of the projected reduction of staffing levels for BDS divisions or sections? Will managers be allowed transparency and disclose that information while the voluntary separations are available?

Yes. Once the savings are calculated we will work with division and section managers on what programs and sections are affected. There will be further meetings at which we will aim to share as much information as quickly as we can.

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11. Under the Letter of Agreement signed with the unions and represented employees are able to utilize the Safety Net options, what will happen if BDS finds out that there is not enough savings AND traditional layoffs with bumping still need to happen? Would people bumping into positions of those that opted to take part time employment need to keep those part time positions OR would they be bumping into a full-time job?

An employee would be bumping into the full-time position.

12. How will the cost savings measures be used, and will the savings offset cost savings within the team?

Cost savings measures will go directly to the cost center code. Savings will flow back to where the employee’s original salary was charged to.

Option available as of September 21, 2020 to ALL Permanent (regular) City employees with at least one full year of service with the City of Portland

Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
Severance package: Employees can request to take a voluntary severance package with two months of pay and six months of health insurance coverage through COBRA. If approved, the City will pay the COBRA costs for the employee and the employee’s eligible dependent(s) for up to six months, or the date the employee or the employee’s eligible dependent(s) otherwise loses eligibility; whichever comes first.	Make recommendation to Division Manager	Make recommendation to Deputy Director	Discuss recommendation with Director	Final Decision Maker	Deadline to submit requests is Dec. 1, 2020. Employees approved for this option must have their last day of employment be on or before Jan. 29, 2021.	Permanent (regular) City employees with at least one full year of service with the City of Portland	Not Applicable

**Bureau of Development Services Frequently Asked Questions
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Frequently Asked Questions

13. Is there a deadline to take advantage of the BDS Severance package?

The deadline to apply for a severance package is **December 1, 2020**. Employees approved for this option must have their last day of employment be on or before Jan. 29, 2021.

14. What is the latest date available to exercise this option?

All options that include a payout must take effect by January 31. The last day to separate from the city using this severance option is Jan. 31, 2021.

Option available as of September 21, 2020 to all DCTU-Represented Employees

Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
Voluntary furloughs for DCTU staff: Employees represented by DCTU may take voluntary furloughs with the approval of their manager.	Decision Maker	Informed	Informed		Available to DCTU employees through May 31, 2021	All DCTU represented employees	PERS Contributions – Prorated based on earnings Vacation and Sick Leave accruals – No impact Health Care Benefits – No impact

Frequently Asked Questions

Please see Voluntary Furlough Days section (Option 5).

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Safety Net Ordinance Options, available to Represented and Non-Represented Employees

Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
Option 1: Reduce hours from full-time to part-time (per week, less than 36 hours, but 20 hours minimum), but keep full-time health care benefits: Employees may choose to reduce their hours to part-time and retain healthcare benefits at the same level as full-time employees. The duration of such a part-time arrangement must be agreed to by both the Division Manager and the employee and cannot extend beyond June 30, 2022	Makes recommendation to Division Manager	Decision Maker	Informed	N/A	Available through June 30, 2022.	All employees	PERS Contributions – Prorated based on earnings Vacation and Sick Leave accruals -- If the RSUP code is used on the timesheet, then the employee's accrual rates are kept whole. Health Care Benefits – No impact

Frequently Asked Questions

15. If I reduce my schedule, how long could I retain full-time benefits?

Full-time benefits may be retained throughout reduced schedules. This provision within the ordinance ends June 30, 2022.

16. What if I only want to go part time for a while, can I go back to full-time at any time?

The employee, section manager and division manager must agree on a time frame. If the employee wants to return to full-time sooner than the agreed upon date, a 30-day notice must be given by the employee.

17. What is the minimum number of hours I need to work to remain eligible at my current benefit contribution level?

Twenty hours per week. For example, if an employee is currently working 64 hours per pay period, they are paying 12% of their healthcare premium costs. If an employee reduces from 64 hours to 40 hours as part of the Safety Net program, they would maintain the same contribution level for the duration of their agreement.

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18. By reducing my hours, do I then become at-risk to be laid off?

Employees who have bureau approval to reduce their schedule would not be at any higher risk for layoff than any other employee.

19. Will reducing my hours impact my current benefit contributions?

No, your employee premium share contributions will remain as if you did not reduce your hours. For example, if your current benefit contributions are 5%, you will continue to contribute 5% even at your reduced schedule.

20. If an employee reduces their hours below 72 hours per pay period or 36 per week, will it negatively impact their leave quota accruals? For example, if an 80-hour employee goes to 60 hours, will their sick leave and vacation leave accruals then pro-rate, or will they remain at 80-hour levels?

As long as the bureau uses the processes developed for this program, the reduction in schedule will not result in a decrease in an employee's pre-participation of sick leave and vacation leave accrual levels.

21. If I reduce my hours, will the work hours be set specifically?

The purpose of implementing a reduced schedule is to allow flexibility to meet employee needs. An employee interested in a reduced schedule should work with their manager to find an arrangement that meets the needs of the employee and the bureau.

22. What if I work more than the agreed upon reduced hours?

Payment for hours worked would be subject to applicable Human Resources Administrative Rules, as well as State and Federal law. If you expect to work beyond your reduced hours, you should be in communication with your manager.

23. Is the reduction of hours option available to all employees (regular, limited duration, temporary, casual)?

Regular, limited duration, and temporary employees are eligible for participation since these are all budgeted positions. Employees in these positions are potentially eligible for benefits and will continue receiving those benefits if they are taking a reduction in hours but still working or are paid for at least 20 hours per week. Casual employees have variable hour schedules and are not eligible for benefits, thus the schedule-related component of the program offering does not apply.

24. What time code do I use on my timesheet for a reduced schedule?

RSUP

25. If I reduce my schedule, can I qualify for Work Share?

Work Share eligibility is determined by the Oregon Employment Department (OED). An employee's normal weekly hours of work and wages must be reduced by at least 20%, but no more than 40%.

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BDS Questions

26. Will PERS contributions be prorated if we go down to a part-time schedule? Do we know if a reduction to 32 hours would affect our "years of service" for PERS? Do we just need to stay above 600 hours annually?

PERS contributions are tied to salary. Please refer to the benefit information in the matrix.

27. After going to a part-time schedule, do you have to commit to a certain amount of time, can we choose an end date, or will we be notified once the bureau's financial situation improves enough for people to go back to full-time?

You can negotiate with your manager on the end date. You will be restored to whatever schedule you were working before.

28. Do you accrue seniority at the same rate if you go to part time?

Seniority will continue to accrue at the same rate.

29. What is the last date to request and/or reduce to a part time status? Is that date June 30, 2022?

We understand that it will stop and expire on June 2022. We don't know if it will be renewed.

30. What is the anticipated deadline to opt into this option?

This option is available through June 30, 2022.

31. Is the reduction in hours open to employees on flex time?

Yes

32. If the city has a mandatory furlough package again will you lose that furlough package. Currently, non-represented temporary appointments lose all benefits if they work less than 36 hours/week. If option #1 is used, could employees keep other benefit besides health (vacation, sick leave, etc..)?

If additional furlough days are required any voluntary furlough days taken after October 31, 2020 through June 30, 2021 by the employee will count toward any new requirement. For benefits information please refer to the matrix.

33. Will a voluntary reduction to a part time schedule affect our seniority placement?

No. Seniority will continue to accrue at the same rate.

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Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
Option 2: Request voluntary layoff: To help avoid mandatory layoffs, an employee may request a voluntary layoff while keeping health care benefits for three months. These employees would still be eligible for recall per their labor contract.	Makes recommendation to Division Manager	Makes recommendation to Deputy Director	Discuss recommendation with Director	Final Decision Maker	Deadline to submit requests is Dec. 1, 2020. Employees approved for this option must have their last day of employment be on or before Jan. 29, 2021.	Permanent (regular) City employees with at least one full year of service with the City of Portland	Not Applicable

Frequently Asked Questions

34. Can I collect unemployment if I agree to a voluntary layoff?

While unemployment claims are determined by the State, voluntary separations do not typically qualify. We are working with the City Attorney’s Office to determine additional guidance.

35. Is it possible to get a letter related to COVID when choosing a voluntary layoff to help receive unemployment benefit? Has more information been acquired to learn that this is possible?

The Oregon Employment Department makes that determination on employee’s eligibility to receive unemployment benefits. Each situation is different. The bureau typically provides information to OED related to each case. In these circumstances the bureau will cite COVID-19 caused economic downturn as the reason for a voluntary layoff.

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36. What are recall rights?

Recall rights for non-represented employees are defined under HRAR 7.06: <https://www.portlandoregon.gov/citycode/article/12433>. Under this rule, laid off employees are placed on a recall for work list in the classification they were laid off from. Employees are eligible for recall for a period of time equal to the length of their total City service; at least three years but no more than five years. Represented employees should consult their collective bargaining agreement for information regarding recall rights.

37. If I take unpaid leave, how much notice will I get to report back to work?

Bureaus may recall employees to work at any time during the leave, failure to return to work as directed will be considered a voluntary separation from City service. Employees will have up to 30 calendar days to report back to work after notification.

Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
Option #3 –Request to take up to 12 months of unpaid leave with healthcare coverage: Employees may take up to 12 months of unpaid leave while keeping healthcare coverage. An employee who chooses this arrangement may be recalled to work by BDS at any time during those 12 months, and failure to return to work if recalled will be considered a voluntary separation from City employment.	Makes recommendation to Division Manager	Makes recommendation to Deputy Director	Discuss recommendation with Director	Final Decision Maker	Available through June 30, 2022.	Permanent (regular) City employees with at least one full year of service with the City of Portland	PERS Contributions – No contributions are made during unpaid leave Vacation and Sick Leave accruals – Vacation and Sick leave don’t accrue during unpaid leave Health Care Benefits – No impact

Frequently Asked Questions

38. If I take temporary unpaid leave, can I collect unemployment?

While unemployment claims are determined by the state, voluntary leaves of absence do not typically qualify because work is still available to the employee.

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39. What if I'm told I have to come back, and I'm not ready?

Temporary unpaid leave would be approved for a specific period by bureau management. If there is an operational need to come back earlier, that will be discussed by management and the employee. Failure to return to work as directed shall be considered a voluntary separation from City service.

40. If I take unpaid leave, what if my bureau decides after a few months, they can't continue to pay for my healthcare coverage?

The leave is unpaid and approved conditioned upon the bureau agreeing to pay for healthcare coverage. A bureau would not have the option to discontinue its required contribution under this arrangement.

41. How will unpaid leave affect my retirement?

Unpaid leave will not generate income subject to PERS, and as a result will not be reported. Leaves of absence greater than 11 days are reported to PERS and may affect creditable service time.

42. How will I pay my employee contribution for benefit coverage during unpaid leave?

Employee contributions for unpaid leave in the current fiscal year will be deducted from the employee's last check before going on leave. Should a leave cross over into a new fiscal year a payment option would need to be agreed upon.

43. What is the expectation of employees and bureaus at the end of the agreed upon unpaid leave period?

Employees should expect to return to their prior position. However, should the bureau decide layoffs are necessary during a period of unpaid leave, the employee's position could be impacted. If an employee's position is impacted, the bureau will follow recall and redeployment policies and procedures.

44. Will my leave accruals continue to increase while I'm on temporary unpaid leave?

No. Leave accruals will remain as is during the entire leave. No new leave will accrue.

45. Can I work for another employer during temporary unpaid leave?

Yes. However, all employees must make a written disclosure regarding outside employment, including actual or potential conflicts of interest. Please review [HRAR 4.05](#) for additional information.

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BDS Question

46. Who is eligible to take advantage of this option? Will seniority be a factor?

Anyone can make the request if they qualify. Seniority should not be a factor if more than one person applies for an option. Management’s decision should be based on workload unless we hear from the unions that our decision needs to be seniority-based. **Reminder:** Taking a leave of absence does not protect an employee from being laid off or bumped. It is not a protective measure.

Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
<p>Option #4 – Request a severance package with a combination of health care coverage and/or cash payout: Employees may take a severance with continued healthcare coverage for up to six months and/or a cash payout. Total costs of one or a combination of these options cannot exceed \$15,000. Employees will not have recall rights if they choose this option; this will end their City employment. This option may also apply to employees who are considering retirement.</p>	Makes recommendation to Division Manager	Makes recommendation to Deputy Director	Discuss recommendation with Director	Final Decision Maker	Deadline to submit requests is Dec. 1, 2020. Employees approved for this option must have their last day of employment be on or before Jan. 29, 2021.	Permanent (regular) City employees with at least one full year of service with the City of Portland	Not Applicable

Frequently Asked Questions

47. Can I collect unemployment if I agree to the severance option?

While unemployment claims are determined by the State, voluntary separations do not typically qualify.

**Bureau of Development Services Frequently Asked Questions
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48. If I do a severance agreement, can I take the healthcare coverage for six months, and the cash payout, then apply for a City job when or before the healthcare coverage runs out?

No. Severance agreements restrict future City employment for three years after separation.

BDS Questions

49. Do you lose your accrued sick time for purposes of calculating the top 3 years of salary for retirement? Is vacation paid out?

On questions related to PERS, please connect with PERS at Oregon.gov/PERS or the BHR benefits office.

50. What is the anticipated deadline to opt into this option?

Severance and voluntary layoffs must be proposed by December 1, 2020. The Deputy Director will work with employees to discuss their severance details, discussions will be had with BHR, then a proposal will be presented to the employee. There is no commitment until all paperwork is signed.

51. If an employee is denied a severance package and then later it is determined that layoffs are necessary in the specific classification, will that employee be given an opportunity to take a severance at that time?

No. The deadline to apply for severance options is December 1, 2020.

52. What is the difference between the BDS Severance package that includes COBRA versus the continued healthcare in Option #4?

In both packages health care coverage is provided through COBRA.

Voluntary Option Description	Section Manager Role	Division Manager	Deputy Director	Director	Key Dates	Who is Eligible	Impact on Benefits
Option #5 – Request to take one or more voluntary furlough days: Employees may choose to take periodic unpaid furlough days	Decision Maker	Informed	Informed		Available through June 30, 2022.	All employees	PERS Contributions – Prorated based on earnings Vacation and Sick Leave accruals – No impact Health Care Benefits – No impact

Frequently Asked Questions

53. What if I commit to taking furlough days, but change my mind?

Furlough days can be arranged and revised with an employee's manager.

54. What time code do I use on my timesheet for voluntary furlough?

FRUP

55. Will I still qualify for Work Share, or some other type of aid if I take voluntary furlough days?

The City is not authorized to determine eligibility for this program. Eligibility is determined solely by the Oregon Employment Department. The City's current Work Share application with the State of Oregon is valid through May 31, 2021. You can find a detailed Work Share FAQ here: <https://www.portlandoregon.gov/bhr/article/761976>.

56. If I take voluntary furlough, and then mandatory furlough is implemented in the future, will I get credit for the days I "volunteered," or will I be required to start over?

If additional furlough days are required, any voluntary furlough days taken after October 31, 2020, through June 30, 2021, by the employee will count toward any new requirement.

BDS Questions

57. How often do furlough days need to be taken to help with projections/planning? How flexible are periodic furlough days after December 1?

Talk with your manager. Flexibility should be determined by your manager. Furloughs can't result in overtime. Fourteen employees taking one furlough day per pay period equals one saved full-time position for that pay period.

58. Will employees lose other benefits if they take voluntary furlough days?

Please refer to the matrix.

59. Is there a limit to number of furlough days that can be taken?

No, there is no limit. If the workload goes up, managers have the right to recall/cancel a requested furlough day.

60. Any discussion of additional mandatory furloughs?

At this point, we don't anticipate any mandatory furloughs. It will remain as a voluntary option.

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61. Should employees submit a request for a “schedule change” if they are considering taking more than 1 or 2 days?

No, a request to change schedule is not necessary. It needs to be coded appropriately in their timesheet so it can be reported to the state.

62. If an employee wants to commit to taking an additional 100 hrs. (or more) of furlough by Dec. 1st, can they take these furlough days into 2021, e.g. taking these furloughs between Nov. 1 - July 1st?

Voluntary furlough provisions in the Safety Net Ordinance are valid through June 30, 2022. Any furloughs days need to be approved by employee’s manager.

Letter of Agreement for Safety Net Program Acceptance and Implementation

The parties to this Agreement are the City of Portland (City) and the following unions (collectively, "Unions"): The District Council of Trade Unions (DCTU), Laborers' International Union of North America (LiUNA) Local 483; and Professional Technical Employees, Local 17 (PROTEC17).

Background

- 1) On October 5th, 2020 the City sent notice to the Unions of the Council adoption of the Safety Net Program. Shortly thereafter The District Council of Trade Unions (DCTU), LiUNA Local 483, and PROTEC17 demanded to bargain the impacts of this policy.
- 2) The City and Unions met to discuss the impacts of the Safety Net Program. The below agreement represents both parties' efforts to resolve impacts resulting from the Safety Net Program.

Agreement

The parties hereby agree as follows:

Schedule Reductions

- 1) The Parties agree that employees may, with the approval of their manager and Bureau Director or designee, temporarily reduce their hours for any length of time through June 30, 2022 to any number between 0.9 and 0.5 FTE, resulting in a cost savings to the City, provided that such reduction in hours meets the operational needs of the bureau and does not create overtime costs.
 - a. Employees electing a reduced schedule agree to do so for a defined period of time, but either the employee or bureau management may withdraw from the reduced schedule agreement with 30 days' notice. Schedule changes will not be done in an arbitrary or capricious manner.
 - b. The City will continue employer health care contributions at the same level that existed just prior to the reduction in schedule for employees reducing to any amount between 0.9 and 0.5 FTE.
 - c. Employees who voluntarily reduce their schedule under this Agreement do so for a savings to the City and will not have their anniversary dates adjusted now or in the future for step/merit increases or any other purpose.
 - d. All compensable and fringe benefits shall remain at pre-reduction rates. This does not apply to any wage driven benefits (e.g. PERS, Social Security, Medicare).¹
 - e. Seniority continues to accrue at an employee's pre-reduction rate.

¹ PERS-All tiers, SS, Medicare, TriMet, Basic Life Insurance, Disability Plans

- f. The City will provide a report to the Unions upon request of all employees who elect this option that includes the approved reduced schedule. The savings will be tracked in the following method:
- Bureau of Human Resources (BHR) will review the provided list for accuracy and provide a cost savings based on schedule reductions.
 - The Union shall review the list and cost savings and notify BHR within fourteen (14) days if there are any inaccuracies in the report.

Safety Net Layoffs

- 2) Employees who take a pre-emptive layoff under the Safety Net Program do so for a cost savings to the City and the City will not contest an application for Unemployment Insurance by the employee but will provide responsive documentation as requested by the Employment Department.
- 3) Employees who separate under the Safety Net Program layoff option shall have recall rights afforded under the existing CBA's.
- 4) Only Safety Net layoffs will not result in seniority-based bumping.

Extended Temporary Leave

- 5) The Parties agree that employees may, with the approval of their manager and Bureau Director or designee, take extended leave for any length of time up to 12 months through June 30, 2022, resulting in a cost savings to the City, provided that such reduction in hours meets the operational needs of the bureau and does not create overtime costs.
 - a. Employees electing extended leave do so for a defined period of time, but either the employee or bureau management may withdraw from the extended leave agreement with 30 days' notice. Leave will not be rescinded or denied for arbitrary or capricious reasons.
 - b. The City will continue the employer paid portion of health care contributions at an employee's current benefits rate for the duration of the extended leave.
 - c. Employees who voluntarily take extended leave under this Agreement do so for a savings to the City and will not have their anniversary dates adjusted now or in the future for step/merit increases or any other purpose.
 - d. All compensable and fringe benefits will continue at pre-leave rates. This does not apply to any wage driven benefits (e.g PERS, Social Security, Medicare.).²
 - e. Seniority continues to accrue during Safety Net extended leave.
 - f. The City will provide a report to the Unions upon request of all employees who elect this option that includes the duration of the requested leave. The savings will be tracked in the following method:

² PERS-All tiers, SS, Medicare, TriMet, Basic Life Insurance, Disability Plans

- Bureau of Human Resources (BHR) will review the provided list for accuracy and provide a cost savings based on the length of leave.
- The Union shall review the list and cost savings and notify BHR within fourteen (14) days if there are any inaccuracies in the report.

Severance Package

- 6) Employees who separate under the Safety Net Program severance option:
 - a. Shall not have recall rights afforded under the existing CBA's;
 - b. Shall not be eligible for reemployment, including as a rehired retiree, with the City for a period of 36 months;
 - c. May not be hired as a contractor doing bargaining unit work for a period of 36 months.
 - d. While it is not the intent of the City to reclassify bargaining unit positions vacated under the Safety Net Program into non-bargaining unit positions. In the unlikely event a reclassification is requested, and there is disagreement over whether the new classification remains in the respective bargaining unit, the parties will meet within ten (10) working days to attempt to resolve the matter by mutual agreement prior to resorting to the procedures in the Public Employees Collective Bargaining Act.

Ad Hoc Furlough Days

- 7) Employees are scheduling furloughs to benefit bureau budgets and will be eligible for Work Share under the City's existing application with the Oregon Employment Department.
- 8) The City agrees that should furlough days be necessary for budget needs beyond May 31, 2021, they will consider re-submitting their application with the OED Work Share program for another 12-months unless the program is discontinued by the State of Oregon.

General

- 9) The parties recognize that bureau work expectations and deliverables may need to be adjusted across the City and acknowledges that with fewer staff, bureau work plans and completion timelines, even for priority work, may need to be adjusted. Work of critical nature (e.g. public safety, water main break) will not be reprioritized.
- 10) This Agreement resolves all impacts of the Safety Net Program ordinance.
- 11) Either party may terminate this Agreement with thirty (30) days' written notice.

This Agreement is based on the circumstances described above and does not constitute or create a precedent for any party to this Agreement.

