City of Portland Attorney's Office & AFSCME Negotiations

Date: 10/01/2026

Union Proposal (derived from main contract)

10/1/26

CITY TA:

UNION TA:

10/1/2026

Article 35. Evaluations/Counseling

35.1 Private discussions, evaluations or counseling may be used to review or evaluate employee performance or conduct and are not considered disciplinary action. Private discussions, evaluations or counseling are intended to acknowledge employee performance, identify standards of performance and behavior, and should result in reviewing employee progress in meeting identified standards of performance and behavior.

35.2 An employee shall receive a copy of any employee evaluation report, and management will receive acknowledgment that the employee has received such report. Any rebuttal to an employee's evaluation report shall be, upon request of the employee, attached to the evaluation report and placed in the employee's personnel file. Such rebuttal must be filed within fifteen (15) workdays following receipt of the evaluation report. Performance evaluations will be subject to the grievance procedure only when they are used as the basis for discipline or if an employee is claiming a factual misrepresentation.

35.3 One-on-one discussions, evaluations or counseling by supervisors do not require the presence of a Union representative.

35.4 The parties agree that all meetings under this Article will be conducted in a professional manner and in a spirit of mutual respect.