

## **MEMORANDUM OF AGREEMENT**

### **I. Parties**

The Parties to the MOA are Multnomah County, Oregon (hereinafter "County"), the Multnomah County Sheriff's Office (hereinafter "MCSO") and AFSCME Local 88, AFL-CIO (hereinafter "Union")

### **II. Background**

The parties have an existing and valid MOA regarding the process for MCSO employees to bid for vacation leave. The terms of the MOA are intended to remain in force except as stated in the terms below.

Recent events have brought it to the attention of both parties that employees in the Equipment/Property Technician (EPTs) classification have unique workplace requirements that make the current vacation bid process more burdensome on them than other Local 88 represented MCSO employees. In order to provide greater flexibility to EPTs in their vacation bid process, the parties agree to pilot a separate vacation bidding process for those employees.

### **III. Terms**

1. The yearly vacation bid for employees in the EPT classification shall be based on county seniority. The annual sign up shall be based on a calendar year. The sign-up for the coming calendar year shall take place during the last quarter of the current calendar year. EPTs shall be allowed to bid for the amount of vacation leave they are entitled to accrue in the coming calendar year. Vacation leave accrual rates shall be governed by Article 8 Vacation Leave of the collective bargaining agreement.
2. Each EPT may submit one (1) request for every whole week of annual vacation accrual that they will be entitled to in the coming calendar year. For example, an EPT who accrues 3.6 weeks of vacation leave per year may submit up to three (3) requests. Each request shall be at least one (1) work day long – partial day of vacation cannot be requested during the bid. EPTs may submit only one (1) block of time per request.
3. Example: An EPT who accrues 4.4 weeks of vacation leave annually can submit up to four (4) requests. He or she may submit one (1) request for a single block of time taking all 144 hours consecutively, or four (4) requests could be submitted, each one for as little as a single day of vacation. Vacation requests submitted after the annual bid process will be granted on a first-come, first-served basis as provided for in the pre-

