

# MEMORANDUM OF AGREEMENT

## I. Parties to the Agreement

The parties to this Memorandum of Agreement (MOA) are Multnomah County, Oregon hereinafter referred to as the "County", Local 88 of the American Federation of State County and Municipal Employees (AFSCME), AFL-CIO, hereinafter referred to as the "Union".

## II. Background

The County and the Union entered into a Collective Bargaining Agreement (CBA) for the term of July 1, 2017 to June 30, 2020. The parties intended to increase the timeline for filing grievances from fifteen (15) days to thirty (30) days. The language was changed in Article 18, Settlement of Disputes, but it was not changed in Article 15, Classifications and Pay Ranges, or Article 17, Disciplinary Action. This MOA is entered into to reflect the parties intention to increase the grievance timelines to thirty (30) days throughout the CBA.

## III. Terms of Agreement

The parties hereby agree as follows:

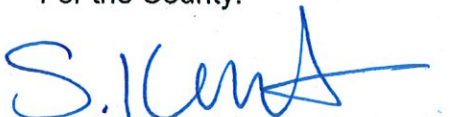
A. Article 15.IV.C.1. shall state "The outcome of a reclassification request may be appealed under Article 18 at Step 3 of the grievance procedure within thirty (30) days of the date on which notice of the decision from Central Human Resources is received."

B. The first sentence in Article 17.III.B. shall state "Any regular, non probationary employee who is reduced in pay, demoted, suspended, or dismissed shall have the right to formally grieve within thirty (30) days of receipt of the letter imposing disciplinary action."

C. Any dispute related to enforcement of terms of this agreement will be subject to the grievance procedure described in Article 18 of parties current CBA.

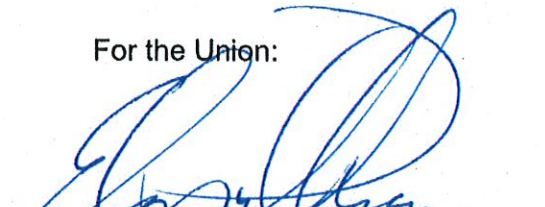
This represents the complete agreement of the parties agreed to, this 11<sup>th</sup> day of January, 2019.

For the County:



Shelly Kent  
Labor Relations Manager

For the Union:

  
Eben Pullman  
Council 75 Representative