

MEMORANDUM OF AGREEMENT

I. Parties to the Agreement

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

II. Background

In June 2012 a survey was distributed by Library management to Library employees in the Circulation and Stacks work units outlining the options for approving holiday leave for the upcoming season "Thanksgiving through New Year's (November 22, 2012 through January 3, 2013." A majority of employees voted to continue to use the previous years' method of selection holidays. Therefore in keeping with the wishes of the employees and to properly outline these selections methods, which are an exception to the Library's May 18, 2001 Vacation Memorandum, the parties agree as follows.

III. Agreement

The parties agree for the November 22, 2012 through January 3, 2013 holiday season, employees assigned to Central Circulation and Central Stacks work units will use the following methods for selecting which employee's gets time off during the November 22, 2012 through January 3, 2013 holiday season.

Central Circulation will continue to process vacation requests using the alternating holiday method that has been used in previous holiday seasons, which is:

Circulation Alternating Holidays

1. Specify a date that folks should have their holiday requests in by (likely mid-July).
2. Supervisor looks at last year's calendar to see who had those dates off last year.
3. If an employee had that time off the year before and there are other employees requesting that time this year, the time off is given to the employees who didn't get the time last year.
4. After all of the above, if there is still space on the calendar, management approve those requesting that time, even though they had it off last year.

Central Stacks will continue to process vacation requests using the lottery method that has been used in previous holiday seasons, which is:

Stacks Lottery

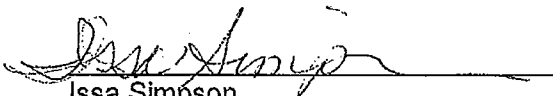
1. Management specifies a date that folks should have their holiday requests in by (likely mid-July).
2. Arrange requests by holiday (Thanksgiving, Christmas, New Years) and number them (e.g.- if 25 people requested time off, numbers would be 1-25).
3. FSOs draw numbers one at a time out of a container.
4. Leave requests are approved in draw order.

It is understood that subject to mutual agreement between employees and their manager trades of holiday/vacation time may be allowed following both of the processes outlined above.

This memorandum of agreement is an exception to the May 18, 2001 memorandum of agreement between the parties outlining how library employees select vacations and is only applicable to the November 22, 2012 through January 3, 2013 holiday season.

Agreed to this date, 7/18, 2012.

For the Union:


Issa Simpson
Council Representative

For the County:


Jim Younger
Labor Relations Manager