

MEMORANDUM OF AGREEMENT

A. The Parties

The Parties to the MOA are Multnomah County, Oregon (hereinafter "County") and AFSCME, Local 88, AFL-CIO (hereinafter "Union").

B. Background

Addendum I, Office of the Sheriff (MCSO) of the 2007-2011 Local 88 Agreement addresses certain provisions applicable only to MCSO. This addendum was modified during successor negotiations for this agreement, and contains an error in the provisions governing vacation sign up. It was the intent of the parties that vacation signup continue to be governed by county seniority date; however, the parties inserted the words "job classification seniority" date in error.

C. Terms of Agreement

1. **Addendum I, Office of the Sheriff (MCSO)**, lines 6-13 of the 2007-2011 Local 88 Agreement is hereby amended to read as follows:

I. Sign-Up

A. Vacation

The method of vacation selection shall be in accordance with the provision of Article 8 and employees shall choose their vacation dates in order of ~~Job-Classification-Seniority~~ County Seniority. Vacation selection shall either be made at the time of the annual shift bid or at a later date in a timely manner. Each unit manager shall provide a written policy for determining how many employees may be scheduled for vacation on any given day or shift and notify staff before the vacation sign-up begins.

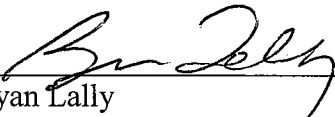
2. This constitutes the complete agreement of the parties with respect to changes to Addendum I.

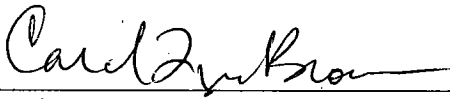
3. This agreement shall become effective immediately upon signature of the parties.

Done this 1 day of February 2008

For the Union:

For the County:


Bryan Lally
Council Representative


Carol L. Brown
Senior Human Resources Manager