

DRAFT MEMORANDUM OF EXCEPTION
Relief Pay on 4/10 Schedule

This Memorandum of Exception ("MOE") is by and between Multnomah County on behalf of its Sheriff's Office ("County") and Multnomah County Corrections Deputy Association ("MCCDA"), collectively the "Parties." This MOE sets forth the Parties' agreement regarding application of Relief Pay for MCCDA members working 4/10 schedules.

Article 16.9 of the MCCDA collective bargaining agreement ("CBA") provides for an hourly premium of five percent (5%) for all employees assigned to work a relief shift. Article 2.6. of the CBA states:

For purposes of this Agreement, "hours of assigned work" shall be termed "G" shift, "C" shift, "E" shift and "relief" shift and shall be defined as follows:

A. "C" shift: any work period which starts between 4 a.m. and 12 noon;

B. "E" shift: any work period which starts between 12 noon and 8 p.m.;

C. "G" shift: any work period which starts between 8 p.m. and 4 a.m.;

D. "Relief" shift: any five (5) day work schedule which includes more than one (1) of the above eight (8) hour work periods or has start times within the five (5) day work schedule which differ by more than two (2) hours.

The Parties agree to a change to the definition of "relief shift" in Article 2.6.D as follows:

D. "Relief" shift: any full time five (5) day work schedule which includes more than one (1) of the above ~~eight (8) hour~~ work periods or has start times within the ~~five (5) day~~ FLSA work week schedule which differ by two (2) hours or more.

1. This MOE will not establish any binding precedent or past practice.
2. This MOE will be effective beginning on December 18, 2023.

Agreed upon this date, January 16, 2024

Maureen Weber

For the County
Name: Maureen Weber

Position: Labor Relations Manager

For MCCDA
Name: Vincent Burt

Position: MCCDA President
