

Memorandum of Exception

I. Parties

The parties to this Memorandum of Exception (hereinafter “MOE”) are Multnomah County, Oregon (hereinafter “County”) and Local 88 of the American Federation of State, County, and Municipal Employees, AFL-CIO (hereinafter “the Union”).

II. Background

- A. The 2020-2022 and 2022-2025 Collective Bargaining Agreements between the County and the Union establish that employees designated as Operationally Essential shall receive two (2) saved holidays per year on October 16 of each year. (Article 14.XIII)
- B. On July 1, 2023, operationally essential employees will no longer receive the two (2) saved holidays in lieu of an hourly premium.
- C. Saved holiday time that is not used by the end of the fiscal year in which it was accrued will be forfeited, with the exception that an employee may carry over one (1) saved holiday per year. (Article 7.I.C.1)
- D. A recently conducted audit of Operationally Essential employees in the Multnomah County District Attorney’s Office found that four (4) employees, hired in 2021, were missing the Operationally Essential designation. Subsequently they did not receive the entitled 2 days of saved holiday in 2021.

III. Terms of Agreement

- A. Therefore, the missing two (2) days of saved holidays will be added retroactively and the following employees will be allowed to carry over two (2) additional saved holidays, to be used by June 30, 2023.
- B. The affected employees are:
 - a. Kyle Schwab
 - b. Sadia Hasan
 - c. Brianna Brown
 - d. Alex Bidwell

- C. Any dispute pertaining to this MOE shall be subject to the grievance process of Article 18 of the current Collective Bargaining Agreement.
- D. This agreement does not constitute a precedent for any similar situation in the future.

Agreed to this 23 day of February 2023.

For the Union:

Brian Dunnaville
Brian Dunnaville
Council Rep
AFSCME Local 88
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For the County:

Matt Davies
Matt Davies
Labor Relations Manager
Multnomah County