

Memorandum of Agreement

Bed Bugs

I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter referred to as "MOA") are the Local 48, of the International Brotherhood of Electrical Workers (IBEW), AFL-CIO (hereinafter referred to as the "Union") and Multnomah County, Oregon (hereinafter referred to as the "County").

II. Background

- A. The IBEW Local 48 2023-2027 Collective Bargaining Agreement (hereinafter referred to as "CBA") was fully ratified on November 16, 2023.
- B. In early 2025, there was an infestation of bed bugs at a facility to which the IBEW Local 48 employees provide on-site services. The parties had a mutual interest and entered into a MOA regarding bed bugs on May 21, 2025.
- C. The MOA include a provision that should an increased reimbursement amount and/or number of paid leave days be negotiated with Multnomah County AFSCME Local 88 General Bargaining Unit, the same shall be offered to the IBEW Local 48.
- D. During the Local 88 General Bargaining Unit successor negotiations for the 2025-2028 CBA, the reimbursement amount for bed bugs was increased.

THEREFORE, the parties have reached agreement on the following update to the IBEW Local 48 Bed Bugs MOA.

III. Agreement

- A. The parties hereby agree that effective with the signing of this agreement by both parties, the following language will be added as a new section in Article 18, General Provisions, during successor contract negotiations for the IBEW Local 48 2023-2027 CBA.

(# TBD). Bed Bugs

The County will reimburse an employee up to ~~five hundred (\$500)~~ **one thousand five hundred dollars (\$1,500)** for the cost of eradicating bed bugs from their home and personal property as well as up to three (3) paid

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leave days to deal with the problem. To be eligible for both the reimbursement for eradication and paid leave time, it must be documented including verification from a secondary source that the employee came into contact with bed bugs in the line of duty. Should an increased reimbursement amount and/or number of paid leave days be negotiated with the Multnomah County AFSCME Local 88 General Bargaining Unit, the same shall be offered to the IBEW Local 48.

- B. This represents the complete agreement of the parties.
- C. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to the grievance procedure set forth in Article 17, Settlement of Disputes, of the IBEW Local 48 2023-2027 CBA.

Agreed to this 8th of May, 2026.

For the Union:

Dale Marti

Dale Marti
Business Representative
IBEW Local 48

For the County:

James J. Opoka

James J. Opoka
Labor Relations Manager
Multnomah County