

# **Memorandum of Agreement**

## **Bed Bugs**

### **I. Parties to the Agreement**

The Parties to this Memorandum of Agreement (hereinafter referred to as "MOA") are the International Union of Operating Engineers, Local 701, AFL-CIO (hereinafter referred to as the "IUOE Local 701") and Multnomah County, Oregon (hereinafter referred to as the "County").

### **II. Background**

- A. The IUOE Local 701 2022-2027 Collective Bargaining Agreement (hereinafter referred to as "CBA") was fully ratified on September 29, 2022.
- B. Recently, there has been an infestation of bed bugs at a facility to which the Facilities and Property Management Division in the Department of County Assets provides on-site services.
- C. The parties have a mutual interest to enter into this MOA regarding bed bugs.

THEREFORE, the parties have reached agreement on the following addition to the IUOE Local 701 2022-2027 CBA.

### **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 IUOE Local 701 2022-2027 CBA.

#### **(# TBD). Bed Bugs**

The County will reimburse an employee up to five hundred (\$500) for the cost of eradicating bed bugs from their home and personal property as well as up to three (3) paid 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 Multnomah County AFSCME Local 88 General Bargaining Unit, the same shall be offered to IUOE Local 701.

- 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 IUOE Local 701 2022-2027 CBA.

Agreed to this day 15<sup>th</sup> of January, 2026.

For the Union:

  
James Anderson  
Business Manager / F.S.  
IUOE Local 701

For the County:

  
James J. Opoka  
Labor Relations Manager  
Multnomah County