

## Memorandum of Exception

### A. The Parties

The parties to this Memorandum of Exception are Multnomah County, Oregon, hereinafter referred to as the "County," the Multnomah County Sheriff, hereinafter referred to as the "Sheriff," and the Multnomah County Corrections Deputies Association, hereinafter referred to as "MCCDA."

### B. Background

Article 10.10 of the MCCDA CBA provides:

A. Employees who have worked full-time for the entire preceding fiscal year are eligible to receive saved holiday time as a bonus incentive for low sick leave usage, as specified below:

(1) Eligible employees who use no more than eight (8) hours of sick leave in a fiscal year will receive sixteen (16) hours of personal holiday time for use after July 15 of the following fiscal year; those who use more than eight (8) hours, but no more than sixteen (16) hours of sick leave will receive eight (8) hours of personal holiday time for use after July 15 of the fiscal year.

(2) Use of saved holiday bonus time will be governed by the provisions of Article 8, Section 4, specifically to include the provision requiring use in the same fiscal year in which it was accrued.

B. Employees who work four (4), ten (10) hour shifts and who have worked full-time for the entire preceding fiscal year are eligible to receive saved holiday time as a bonus incentive for low sick leave usage, as specified below:

(1) Eligible employees who use no more than ten (10) hours of sick leave in a fiscal year will receive twenty (20) hours of personal holiday time to use after July 15 of the following fiscal year; those who use more than ten (10) hours, but no more than twenty (20) hours of sick leave will receive ten (10) hours of personal holiday time for use after July 15 of the fiscal year.

(2) Use of saved holiday bonus time will be governed by the provisions of Article 8, Section 4, specifically to include the provision requiring use in the same fiscal year in which it was accrued.

On July 27, 2015 MCCDA filed a grievance on behalf of a member who used ten hours of sick leave while on a 4/10 schedule, but was awarded only eight hours of bonus holiday leave because she subsequently switched to a 5/8 schedule prior to the end of the fiscal year.

### C. Terms of Exception

The parties agree that in instances where a member of the MCCDA bargaining unit is assigned and working a 4/10 schedule and takes no more than ten (10) hours of sick leave while on that 4/10 schedule, then moves to a 5/8 schedule and does not use additional sick leave prior to 6/30 in the same fiscal year, the employee shall receive sixteen (16) hours of bonus personal holiday

leave. The parties also agree that in instances where a member of the MCCDA bargaining unit is assigned and working a 4/10 schedule and takes no more than twenty (20) hours of sick leave while on that 4/10 schedule, then moves to a 5/8 schedule and does not use additional sick leave prior to 6/30 in the same fiscal year, the employee shall receive eight (8) hours of bonus personal holiday leave.

Agreed to this 26 day of October, 2015.

Sheriff of Multnomah  
County, Oregon



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Dan Staton, Sheriff

For MCCDA:



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Cathy Gorton, President

For the County:



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Jeff Heinrich, Labor Relations Manager



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Doug Hewitt, Executive Vice-President