

MEMORANDUM OF AGREEMENT

On-Call and Temporary Employee Disaster Resource Saved Holiday Accrual

I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter referred to as "MOA") are Multnomah County, Oregon (hereinafter referred to as "County"), Multnomah County Library (hereinafter referred to as "Library"), and AFSCME Local 88 (hereinafter referred to as "Union").

II. Background

- A. In accordance with Addendum N.I.D, employees will receive one (1) day of Disaster Resource Saved Holiday for every thirty-two (32) hours worked in a shelter between July 1 of each year through June 30 of the following year. On-call and temporary employees are eligible for the Disaster Resource Saved Holiday.
- B. Addendum N stipulates that the accrual rate in Article 7.I.B.1 governs the accrual of the Disaster Resource Saved Holiday. On-call and temporary employees do not accrue holidays per Addendum L and therefore do not have an accrual rate.

Now, therefore, the parties mutually agree as follows:

III. Terms of Agreement

- 1. For every thirty-two (32) hours worked in a shelter between July 1 of each year and June 30 of the following year, on-call and temporary employees will accrue four (4) hours of Disaster Resource Saved Holiday.
- 2. Disaster Resource Saved Holidays earned between July 1 and June 30 will expire June 30th of the following year. For example, a holiday earned between July 1, 2026, and June 30, 2027, will expire on June 30, 2028.
- 3. The Disaster Resource Saved Holiday will be added to the employee's paid leave bank the pay period following the completion of every thirty-two (32) hours. When the employee has earned a Disaster Resource Saved Holiday, employees will receive a notification which includes an expiration date in Workday.
- 4. On-call and temporary employees will schedule the use of their Disaster Resource Saved Holiday with their immediate supervisor.

5. On-call and temporary employees may elect to be paid four (4) hours of their hourly rate in lieu of banking a Disaster Resource Saved Holiday.
6. This agreement will become effective retroactive to July 1, 2026, and any hours worked in a shelter between July 1, 2026, and the signing of this Agreement will count toward the thirty-two (32) hours for holiday accrual.

Agreed to this date August 20, 2026.

For the Union:

For the County:



Chris Johnson
Program Manager
AFSCME Local 88



Matt Davies
Labor Relations Manager
Multnomah County



Jackie Tate
President
AFSCME Local 88

Audit trail

Details

FILE NAME	Copy of MOA - On-Call and Temp Disaster Resource Saved Holiday Accrual.docx - 9/10/26, 4:19 PM
STATUS	● Signed
STATUS TIMESTAMP	2026/09/10 23:24:25 UTC

Activity

 SENT	cjohnson@oregonafscme.org sent a signature request to: - Jackie Tate (president@afscmelocal88.org) - Chris Johnson (cjohnson@oregonafscme.org)	2026/09/10 23:19:23 UTC
 SIGNED	Signed by Jackie Tate (president@afscmelocal88.org)	2026/09/10 23:24:25 UTC
 SIGNED	Signed by Chris Johnson (cjohnson@oregonafscme.org)	2026/09/10 23:20:42 UTC
 COMPLETED	This document has been signed by all signers and is complete	2026/09/10 23:24:25 UTC

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