



MULTNOMAH COUNTY OREGON

DEPARTMENT OF BUSINESS & COMMUNITY SERVICES
CENTRAL HUMAN RESOURCES/LABOR RELATIONS
GAIL PARNELL, DBCS DEPUTY DIRECTOR
501 SE. HAWTHORNE BLVD., 4TH FLOOR
PORTLAND, OR 97214
(503)-988-5015 ext. 28420

BOARD OF COUNTY COMMISSIONERS
DIANE LINN • CHAIR OF THE BOARD
MARIA ROJO DE STEFFEY • DISTRICT 1 COMMISSIONER
SERENA CRUZ • DISTRICT 2 COMMISSIONER
LISA NAITO • DISTRICT 3 COMMISSIONER
LONNIE ROBERTS • DISTRICT 4 COMMISSIONER

MEMORANDUM OF UNDERSTANDING

A. Parties

The parties of this Memorandum of Understanding (herein after MOU) are Multnomah County Oregon ("County") and AFSCME Local 88, AFL-CIO ("Union").

B. Background

This Memorandum of Understanding is to define the length of time a Last Chance Agreement (LCA) will remain in an employee's personnel file. The Local 88 agreement is clear that LCA's are utilized in lieu of discharge to give the employee one more chance to correct the behavior as an alternative to termination of employment.

C. Terms of Understanding

It is the understanding of management and the Union that all current and future LCA's are in effect for the duration of employment with the County, and are not subject to removal.

Done this day of 24 June 2005

For the Union:


Bryan Lally, Staff Representative

For the County:


Julie Leutschaf, Human
Resources Manager