

MEMORANDUM OF UNDERSTANDING

I. Parties

The parties to this Memorandum of Understanding (MOU) are Multnomah County, Oregon (County), the Multnomah County Sheriff's Office (MCSO), and the Multnomah County Corrections Deputy Association (MCCDA).

II. Background

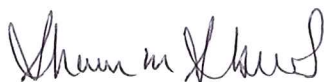
The MCCDA approached the County and MCSO regarding extending the time period for bargaining unit members to make repayment for military leave taken under Article 11.7.B of the parties' Collective Bargaining Agreement (CBA), 2010-2017, As Amended July 21, 2011. The County and the MCSO are in agreement that this time period should be extended from 30 to 90 days.

III. Terms


Therefore, the County, the MCSO, and the MCCDA agree that Article 11.7.B of the CBA is hereby amended to read as follows:

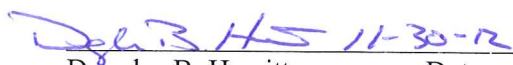
"Leave With Repayment Employees shall be allowed to attend required military service or training sessions which fall on their regular working day(s) in lieu of their scheduled shift provided that twenty (20) days notice is given and they agree to and do work on a scheduled day off in compensation. Such repayment shall be made within ninety (90) calendar days or the equivalent amount of pay shall be deducted from the employee's next paycheck. When an employee fails to comply with this section on two separate occasions during the term of this contract, further rights under this subsection b shall be suspended for twelve (12) months from the date of the second (2nd) infraction.

For MCCDA:

 11-30-12
Shawn Skeels, Date
MCCDA President

For the County:


Sheriff Dan Staton Date

 11-30-12
Douglas B. Hewitt, Date
MCCDA Executive Vice President

 11-30-12
Jeff Heinrich Date
Labor Relations Manager