

REVIEWED
[Signature]
LEGAL COUNSEL

**Memorandum of Understanding Between Deschutes County and
The Federation of Oregon Parole & Probation Officers
-- Recognition of Paid Juneteenth Holiday --
Document Number: 2022-354**

Deschutes County, hereinafter referred to as "the County," and the Federation of Oregon Parole & Probation Officers, hereinafter referred to as "the Federation," agree to the following modification of Article 18 of the Collective Bargaining Agreement between the County and the Federation, dated October 17, 2018 ("CBA"), effective immediately upon execution of this Memorandum of Understanding ("MOU"):

ARTICLE 18 – HOLIDAYS, Section 1 will be amended as follows (amendment in bold italics):

Section 1

The following shall be recognized as paid holidays:

| | |
|--------------------------|---------------------------|
| New Year's Day | Labor Day |
| President's Day | Veteran's Day |
| Martin Luther King's Day | Thanksgiving Day |
| Memorial Day | Christmas Day |
| <i>Juneteenth</i> | Two (2) Floating Holidays |
| Independence Day | |

Whenever a holiday falls on Sunday, the following Monday shall be considered a holiday. If a holiday falls on Saturday, the preceding Friday shall be a holiday. If an employee works on the actual holiday that falls on a Saturday or Sunday, that day would be the employee's holiday and he/she will be paid in accordance with Article 18, Section 4 for that day only. In no event shall an employee receive holiday pay for both the observed and actual holiday. Holidays that occur during paid vacation or sick leave shall not be charged against vacation or sick leave. In order to qualify for holiday pay, employees must work their normal workdays before and after the holiday or be on authorized leave of absence with pay.

Any dispute concerning this agreement will be resolved under the terms of Article 7 - Grievance Procedure, of the CBA.

Except as specifically modified by this MOU, all terms and conditions of the CBA shall remain in full force and effect. To the extent any of the terms of this MOU conflict with those in the CBA, the terms and conditions of this MOU shall prevail for so long as it is in effect.

Agreed to on this 11th day of April, 2022

SIGNATURES

The Federation:

BY:

[Signature]

Signature

~~Seth Davis~~ LANCE BAKER

Federation Representative

FOPPO PRESIDENT

Deschutes County:

BY:

[Signature]

Signature

Nick Lelack

County Administrator

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