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LEGAL COUNSEL

**Memorandum of Understanding Between Deschutes County and
The International Union of Operating Engineers, Local 701
-- Recognition of Paid Juneteenth Holiday --
Document Number: 2022-355**

Deschutes County, hereinafter referred to as "the County," and the International Union of Operating Engineers, Local 701 hereinafter referred to as "IUOE," agree to the following modification of Article 10 of the Collective Bargaining Agreement between the County and IUOE, dated July 18, 2018 ("CBA"), effective immediately upon execution of this Memorandum of Understanding ("MOU"):

ARTICLE 10 - HOLIDAYS, Section 10:01 will be amended as follows (amendment in bold italics):

10:01 Observed Holidays.

The following shall be observed as holidays:

- | | |
|--------------------------|----------------------|
| New Year's Day | Veteran's Day |
| President's Day | Thanksgiving Day |
| Memorial Day | Christmas Day |
| Labor Day | Independence Day |
| Martin Luther King's Day | (1) Floating Holiday |
| <i>Juneteenth</i> | |

Any dispute concerning this agreement will be resolved under the terms of Article 6 - Grievance Procedures, of the CBA.

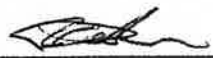
Except as specifically modified by this MOU, all terms and conditions of the CBA shall remain in full force and effect. To the extent any of the terms of this MOU conflict with those in the CBA, the terms and conditions of this MOU shall prevail for so long as it is in effect.

Agreed to on this 22nd day of April, 2022

SIGNATURES

IUOE Local 701:

BY:



Signature
James Anderson
Business Manager/Financial Secretary

Deschutes County:

BY:



Signature
Nick Lelack
County Administrator