

MEMORANDUM OF AGREEMENT (MOA)

This Memorandum of Agreement (MOA) is entered into by the Housing Authority of Clackamas County ("Authority") and Clackamas County Employees Association ("Association").

The Authority and the Association are parties to a Collective Bargaining Agreement (CBA) for the period March 14, 2019 through June 30, 2021.

The Authority and the Association agree to the following modification of Article 5 – Holidays, Section 1– Holidays and Section 2 – Holidays for Employees Working on a Four-Day Work Week of the current CBA:

1. Holidays.

"The following days shall be recognized and observed as paid holidays:

New Year's Day (January 1st)
Martin Luther King's Birthday (Third Monday in January)
President's Day (Third Monday in February)
Memorial Day (Last Monday in May)
Independence Day (July 4th)
Labor Day (First Monday in September)
Veterans' Day (November 11th)
Thanksgiving Day (Fourth Thursday in November)
Christmas Day (December 25th)

Every day designated by the Board of Housing Authority Commissioners as a holiday.

The holiday shall be the day recognized by the Board as the holiday and shall be from Midnight to Midnight on that day.

One floating holiday shall be granted to each employee each calendar year. However, if not used by December 31, the holiday will be lost. New employees, who qualify for paid holidays, are eligible for a floating holiday after 90 calendar days of employment. Unbroken service in the same position for the County immediately before the employee receives regular status shall count toward the 90 day requirement.

While on the Four Day Work Week, all employees shall receive ten (10) hours of holiday pay for the floating holiday.

~~For employees on the four (4) day work week, whenever the holiday falls on a Friday or Saturday, the preceding Thursday shall be observed as a holiday. If the holiday falls on a Sunday, the following Monday shall be observed as a holiday."~~

2. Holidays for Employees working a Four-Day Work Week.

~~"For employees in non-continuous operations, w~~Whenever a holiday falls on the first and second of the three (3) days not included in the employee's regular scheduled work week, the preceding day in their regular work week shall be observed as the holiday. Whenever a holiday falls on the ~~second or~~ third of the three (3) days not included in the employee's regular scheduled work week, the following day in the employee's regular work week shall be observed as a holiday."

This MOA is effective upon signing of all parties.

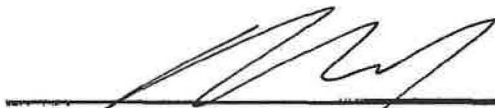
For the Association:



Bob Escudero
CCEA President

3-21-19

Date



Kevin Keaney
CCEA Service Representative

3-21-19

Date

For the Authority:



Eric Sarha
Deputy HR Director

3-25-19

Date