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LEGAL COUNSEL

**Memorandum of Understanding Between Deschutes County and
The American Federation of State, County and Municipal Employees Local 3997
-- Recognition of Paid Juneteenth Holiday --
Document Number: 2022-353**

Deschutes County, hereinafter referred to as "the County," and the American Federation of State, County, and Municipal Employees, Local 3997, hereinafter referred to as "AFSCME," agree to the following modification of Section C. of the Memorandum of Understanding AGREEMENT REGARDING MOBILE CRISIS ASSESSMENT TEAM EMPLOYEES between the County and AFSCME (Document #DC-2021-896), dated December 1, 2021, hereinafter referred to as "MCAT MOU", effective immediately upon execution of this Memorandum of Understanding ("Juneteenth MOU"):

Section C., Item 2 will be amended as follows (amendments in bold italics):

- 2. Holiday Leave: Recognized holidays are listed in Article 17. Section 1 of the CBA. Due to the unique characteristics of the MCAT, including the need to schedule MCAT on a 24 hour/7 days per week basis, MCAT employees are not relieved from duty on recognized holidays. Rather, MCAT employees shall accrue **7.33** hours per month of holiday leave in addition to what they otherwise accrue in TML. AFSCME-represented employees are paid for **eleven** eight-hour holidays per year, which when annualized is **7.33** hours per month. While MCAT employees are not relieved from duty on holidays, they are not precluded from taking TML during holidays. However, such leave must be approved in advance by the MCAT supervisor pursuant to Section A, paragraph 7 above.

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

Agreed to on this 7th day of April, 2022

SIGNATURES

AFSCME Local 3997:

Deschutes County:

BY:

Brenda Johnson

Signature
Brenda Johnson
AFSCME Council Representative

BY:

Nick LeLack

Signature
Nick LeLack
County Administrator