

**FILED**

DEC 04, 2023

By MARCIE RICHEY, CLERK  
Clerk



2023-00666

I, Marcie Richey, County Clerk for Linn County, Oregon, certify that the instrument identified herein was recorded in the Clerk records.



Marcie Richey - County Clerk

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR LINN COUNTY

IN THE MATTER OF A MEMORANDUM OF UNDERSTANDING BETWEEN SEIU LOCAL 503, OPEU LINN COUNTY LOCAL 390 and LINN COUNTY AND DELEGATING AUTHORITY TO EXECUTE THE ORIGINAL

RESOLUTION & ORDER NO. 2023-412 (Amending 2022-230)

COMES NOW, Darrin L. Lane, Linn County Administrative Officer, in a regularly scheduled and duly advertised meeting on November 28, 2023, and respectfully requests that the Board of County Commissioners for Linn County (Board) approve a Letter of Agreement with SEIU Local 503, OPEU Linn County Local 390 in the form found in Exhibit 1, attached hereto; and

WHEREAS, The Board having reviewed the Letter of Agreement, and being fully advised by staff; and, now, therefore, be it

RESOLVED, That the Letter of Agreement as set forth in Exhibit 1 with SEIU Local 503, OPEU Linn County Local 390, be approved; and

ORDERED, That the original conforming to Exhibit 1 be executed this day, and that Darrin L. Lane, Linn County Administrative Officer, has signed the original bearing this resolution and order number, and that the fully-executed original be distributed as follows:

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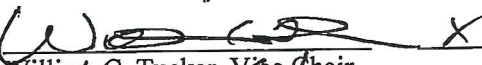

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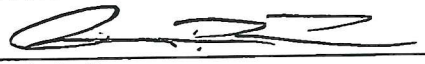


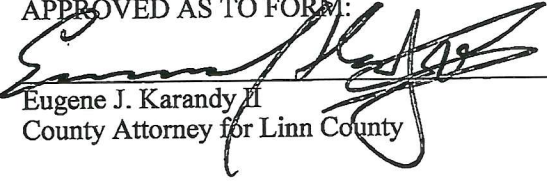
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- (1) the original to be distributed to Darrin L. Lane; and
- (2) a copy of the Original to be returned to the Linn County Board of Commissioners for filing.

Dated this 28<sup>th</sup> day of November, 2023, *nunc pro tunc* November 17, 2023.

BOARD OF COUNTY COMMISSIONERS FOR LINN COUNTY		AYE	NO
		X	
Roger Nyquist, Chairman			
		X	
William C. Tucker, Vice Chair			
		X	
Sherrie Sprenger, Commissioner			

APPROVED AS TO CONTENT:  
  
 Darrin L. Lane  
 Linn County Administrative Officer

APPROVED AS TO FORM:  
  
 Eugene J. Karandy II  
 County Attorney for Linn County



**FILED**

DEC 04 2023

MEMORANDUM OF UNDERSTANDING (MOU)

By MARCIE RICHEY, CLERK  
*[Signature]* Clerk

RE: Paid Leave Oregon (PLO) AND Associated Leave year adjustments

This MOU is entered into by and between Linn County ("County") and the SEIU Local 503 ("Union").

**Recitals:**

- On September 3, 2023 employees, through Oregon law, became eligible to take leave time, for what has become known as Paid Leave Oregon (PLO).
- As part of the statutory scheme, the parties are entering into this MOU to clarify certain matters surrounding the PLO legislation.

**Agreement:**

Therefore, the parties agree as follows:

1. The parties agree to the County's proposed changes to Linn County Personnel Policy Manual, section 20.390 "Leaves authorized by Federal or State laws." (attached).
  - a. Under the proposed changes, the County will allow supplementation of leave time taken for PLO, for OFLA/FMLA qualifying leaves.
  - b. Those supplementations will be allowed retroactive to September 3, 2023.
2. As per the PLO legislation, PLO leaves will have a "rolling forward" leave year.
3. The parties agree that, as of January 1, 2024, any OFLA or FMLA qualifying leaves will also be calculated on a "rolling forward" leave year. Therefore, Article 18, section 8 of the Collective Bargaining Agreement (CBA) will be modified, effective January 1, 2024 to move to a "rolling forward" leave year.
4. The parties will maintain the status quo as to applicability of leave donation provisions, as well as benefit accruals while out on paid leave status.
5. Violations of this MOU, as it pertains to the CBA, may be grieved consistent with the terms of Article 18 in the Collective Bargaining Agreement. Acceptance or Denial of a PLO claim is not a grievable event.

FOR THE Union:

FOR THE COUNTY:

Melissa Unger

[Signature]

Name

Name

11/14/2023

11-17-23

Date

Date

LINN COUNTY, OREGON  
Commissioners'  
Journal

CJ2023-00667  
12/04/2023 3:00:00 PM



2023-00667

I, Marcie Richey, County Clerk for Linn County, Oregon, certify that the instrument identified herein was recorded in the Clerk records.

Marcie Richey - County Clerk

