

MEMORANDUM OF AGREEMENT (MOA)

This Memorandum of Agreement (MOA) is entered into by the Clackamas County (“County”) and Clackamas County Employees Association (“Association”).

The County and the Association are parties to a Main Collective Bargaining Agreement (CBA) for the period April 23, 2025 through June 30, 2027.

Background:

1. Article 7 – Vacation, Section 2 define how employees schedule their vacations.
2. The parties wish to modify current Main CCEA Contract Article 7, Section 2 to include the option for employees to schedule their vacations at minimum one hundred twenty (120) days in advance, but not more than one year in advance. This Agreement will modify the effect of the current contract language in the Main CCEA Contract.

Agreement:

The parties agree to the following modification of Article 7 – Vacation Leave, Section 2 – Vacation Times of the current Main CBA:

2. Vacation Times. Employees shall be permitted to choose either a split or entire vacation. Whenever possible, consistent with the needs of the County and requirement for vacation relief, employees shall have the right to determine vacation times. Employees may be allowed to use vacation or floating holiday with short term notice such as attending school functions of a child, with twenty-four (24) hours advance notice and approval of the employee’s supervisor. In the event where twenty-four (24) hours advance notice is not practicable, such as an emergency, employees may be allowed to use vacation or floating holiday with approval of the employee’s supervisor. Vacation requests can be submitted at a minimum of one hundred twenty (120) days in advance and a maximum of 1 year in advance. In the event of more requests than the County can allow, vacation time shall be approved on the basis of seniority; however, each employee shall be permitted to exercise their right of seniority only once per calendar year. Once an employee’s vacation request for specific day(s) has been approved, an employee with greater seniority may not “bump” that employee’s approved vacation request. Vacation requests shall not be unreasonably denied by a supervisor.

All other sections of Article 7 of the Main CCEA Contract remain in force, unchanged.

This MOA is effective upon signing of all parties.

For the Association:

Katelyn Oldham

Feb 10, 2026

Katelyn S. Oldham, CCEA Attorney

(Date)

For the County:

Ryan Miller

Feb 10, 2026

Ryan Miller, Senior Employee and Labor Relations Manager

(Date)

MOA - CCEA Vacation Leave Schedule Revised 2.9.26

Final Audit Report

2026-02-10

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