

**MEMORANDUM OF UNDERSTANDING (8)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD**

VACATION USE ELIGIBILITY

This Memorandum of Understanding between IAFF Local 851 (Union) and the Cities of Eugene and Springfield on behalf of the Eugene Springfield Fire (Department) is for the purpose of memorializing the agreement related to vacation use eligibility.

Terms of Agreement

Effective June 4, 2023, article 15.2. Vacation Accrual will be amended as follows:

- a. Regular part-time employees who work at least twenty (20) hours a week but less than forty (40) hours per week will be credited with vacation on a pro-rata basis. ~~Employees are not eligible to use vacation until they have been employed for twelve (12) consecutive months~~

- f. Employees are not eligible to use vacation until they have been employed for six (6) consecutive months as long as they are currently meeting current probationary employee standards.

All other applicable provisions of the IAFF CBA will apply.

Agreed to this 8th day of June, 2023

For the Union

Kristopher Siewert
Kristopher Siewert (Jun 13, 2023 07:23 PDT)

Kris Siewert, IAFF Local 851 President

For the Department

Mike Caven
Mike Caven (Jun 12, 2023 12:26 PDT)

Mike Caven, Fire Chief ESFD

For the City of Eugene

Becky DeWitt
Becky DeWitt (Jun 9, 2023 09:53 PDT)

Becky DeWitt, I/ERLR Manager

For the City of Springfield

Chaim Hertz
CHAIM HERTZ (Jun 9, 2023 09:37 PDT)

Chaim Hertz, HR Director