

Floater Position Letter of Agreement

I. PARTIES

The parties to this agreement are Marion County (hereinafter, “the County”) and SEIU Local 503, OPEU/MCEA Local 294 (hereinafter, “the Union”).

II. PURPOSE OF THE AGREEMENT

The purpose of this agreement is to establish a floater position.

III. AGREEMENT

The following article sections do not apply to floater positions: Article 4: Sections 1, 2, 3 and 4;

A “floater position” is a budgeted position that has been formally designated by the human resources department as a “floater.” The position will be within a specific classification and is an employee that rotates between specific shifts, days of work or site locations within a department for purposes including but not limited to vacation coverage, leave of absences, training, projects and meetings.

The County may change a floater’s scheduled shift with fifteen (15) calendar days advanced notice to the employee. The County may also change a floater’s workdays with at least forty-eight (48) hours advanced notice to the employee. The notice shall contain the effective date of change, the duration and the reasons for the change. The advanced notice can be waived with mutual agreement by both parties.

A floater’s schedule, workdays, and assignments are designed to be flexible in order to accommodate the day-to-day operations of the department. Nothing in this agreement shall restrict an employee and the county from temporarily modifying the scheduled shift and workdays in emergency situations, for operational necessity, or when both parties mutually agree to the change.

In addition to the wage rates established by this agreement, the employer shall pay employees assigned to a “floater position” a five percent (5%) differential to compensate for the irregularity of the schedule.

IV. CONCLUSION

The chief administrative officer, appropriate elected official or department head, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not

be used by either party in current or future negotiations.

Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2024.

Agreed this date: June 29, 2022

For the Union


Latricia Straw (Jun 19, 2022 00:29 PDT)

Latricia Straw
President, MCEA/Local 294


Aaron Giesa (Jun 22, 2022 13:31 PDT)

Aaron Giesa
Bargaining Strategist, SEIU Local 503, OPEU

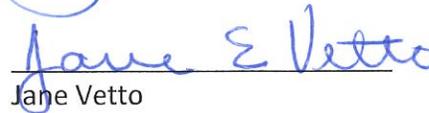


Melissa Unger
Executive Director, SEIU Local 503, OPEU

For the County



Jan Fritz
Chief Administrative Officer



Jane Vetto
County Legal Representative



Salvador Llerenas
Labor and Employee Relations Manager