MEMORANDUM OF UNDERSTANDING (MOU)
between the
MARION COUNTY SHERIFF
and the
MARION COUNTY LAW ENFORCEMENT ASSOCIATION (MCLEA)
Re: Article 9, Section 4 Vacation Bidding

The Marion County Sheriff and MCLEA hereby agree to the following:

1. Article 9, Section 4 of the parties' Collective Bargaining Agreement (CBA) covers the process for vacation bidding.
2. This section of the CBA shall be changed to the language below, beginning with the first vacation bid following signature of this MOU:

Section 4. Vacation Bidding.
Employees shall bid vacation slots based on their office seniority. On or about November 1st of each year, the Employer shall post the available vacation slots. Employees will bid separately by job assignment. For vacation bidding for all staff other than FSA IIs and Jail Deputies, each week, the corresponding one-third of the employees shall bid based upon their relative office seniority; i.e. the first week of bidding, the one-third most senior employees shall have completed their bid by the end of the week. For vacation bidding for FSA IIs and Jail Deputies, the MCLEA E-board will assign a date and time for members to bid for vacation. An employee who fails to bid within the assigned date and time ~~week~~, which is set aside for him/her, will lose their right to bid until all other bargaining unit members have bid. The Employer cannot condition the approval of an employee's request for time off upon the employee finding a replacement to work the employee's shift. Employees will not bid for more vacation time than they will have accumulated as the requested time off.

Once an employee has signed up for vacation or had a request approved, it shall not be canceled absent an emergency.

DATED this 31st day of October, 2016.

FOR MARION COUNTY

11.7.16
AZ/ES7/1
Jason Myers, Sheriff

FOR MCLEA

Jeremy Schwab, President

* Bidding dates and times by seniority are attached.
AZ/ES7/1
11.7.16

MCLEA-Represented Employees,

See your Association representative to view this MOU with a list of bidding dates and times by seniority.