

MEMORANDUM OF UNDERSTANDING (2025-1)
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD

ARTICLE 15 CLARIFICATION: 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 previous agreement related to vacation use eligibility.

Terms of Agreement

Effective June 4, 2023, article 15.2. Vacation Accrual was 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.

For clarification purposes, Article 15.2, Vacation Accrual is 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 six (6) consecutive months as long as they are currently meeting current probationary employee standards.

Additionally, Article 15.2.h is amended to 15.2.f to ensure continuity in numbering.

All other applicable provisions of the IAFF CBA will apply.

Agreed to this 19th day of August, 2025

For the Union

T. Brett Deedon

T. Brett Deedon (Aug 18, 2025 16:54:08 PDT)

Brett Deedon, IAFF Local 851 President

For the Department

Mike Caven

Mike Caven (Aug 19, 2025 09:49:10 PDT)

Mike Caven, Fire Chief ESFD

For the City of Eugene

Becky DeWitt

Becky DeWitt, I/ERLR Manager

For the City of Springfield

Chaim Hertz

Chaim Hertz (Aug 19, 2025 09:45:10 PDT)

Chaim Hertz, HR Director