

MEMORANDUM OF AGREEMENT  
Between  
CENTRAL OREGON COMMUNITY COLLEGE

and the  
CLASSIFIED ASSOCIATION OF CENTRAL OREGON COMMUNITY COLLEGE

This memorandum of Agreement is entered into between Central Oregon Community College (hereinafter referred to as the College) and the Classified Association of Central Oregon Community College (hereinafter referred to as the Association).

The parties agree to the following revision to the COCC/Association Collective Bargaining Agreement in effect until June 30, 2025;

ARTICLE 15: VACATION

**15. 2. Vacation Accrual and Probationary Period**

Probationary bargaining unit members shall be entitled to use banked vacation, with supervisor approval, during the first six (6) months of employment, and accrued vacation after successfully completing the six (6) month probationary period.

Banked vacation hours used cannot exceed the total banked vacation time earned.

Banked vacation hours will not be paid out to an employee upon separation if their employment with the college ends prior to completion of their six (6) month probation period.

*Banked vacation hours* – Monthly vacation hours that are put into a banked account on the employee record prior to the completion of their initial six (6) months of employment.

*Accrued vacation hours* – Monthly vacation hours earned after completing the six (6) month probationary period as a regular employee.

Signatures:

FOR THE ASSOCIATION

 11/30/2023

Allison K. Dickerson  
Classified Association of COCC

FOR THE COLLEGE



Laura Boehme  
Chief Human Resources Officer