

LETTER OF AGREEMENT

The parties to this Letter of Agreement are the City of Portland (City) on behalf of the Portland Water Bureau (Bureau) and AFSCME Local 189 (Union).

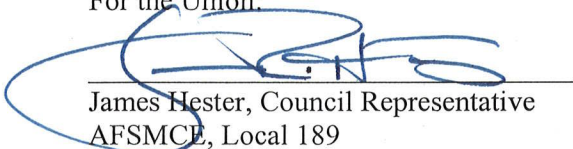
RECITALS

1. The City and the Union, as a member of the District Council of Trade Unions (DCTU), are parties to a Labor Agreement, the term of which is July 1, 2006 to June 2010.
2. Water Bureau Meter Readers are required to work in a variety of condition and terrain, including opening manhole gates. Therefore, they are required to wear footwear that meets ANSI standards, and which provides ankle coverage.
3. Due to the amount of exposure to harsh conditions and terrain, the annual clothing allowance provided in Article 29.2 of the Labor Agreement between the City and the District Council of Trade Unions is not sufficient for these employees to maintain adequate footwear and rain gear.

AGREEMENT


1. Water Meter Reader I and II employees regularly assigned to read meters will be reimbursed, upon proof of purchase, up to \$135.00 for an additional pair of safety shoes on a replacement basis, as needed, no more than twice annually. The affected employees will turn in worn out safety shoes as a condition of reimbursement for replacement.
2. This Agreement will sunset on August 1, 2012. The parties may mutually elect to extend this Agreement, provided they do so under the written supplemental Continuation Agreement.
3. This Agreement does not establish any precedent.
4. This Agreement is effective upon approval by the City Council.

For the Union:

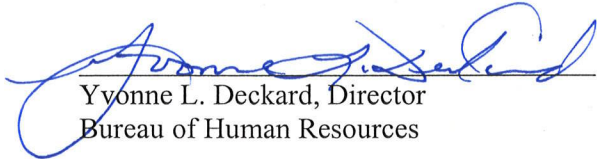

James Hester, Council Representative
AFSCME, Local 189

Date 1/19/10

For the City:

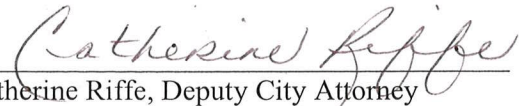

David Shaff, Director
Portland Water Bureau

Date 1.21.2010


Yvonne L. Deckard, Director
Bureau of Human Resources

Date 1/28/2010

Approved as to Form:


Catherine Riffe, Deputy City Attorney

Date 1/19/10