

Letter of Agreement
(Water Meter Reader Footwear and Raingear Reimbursement)

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).

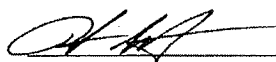
Background

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, 2010 to June 30, 2013.
2. Water Bureau Meter Readers are required to work in a variety of conditions 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 30.2 of the Labor Agreement between the City and the DCTU 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 June 30, 2013.
3. This Agreement does not establish any precedent.
4. This Agreement is effective upon approval by the City Council

For the Union:

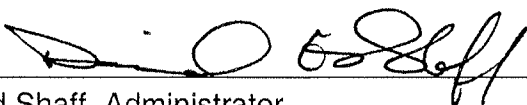


Rob Wheaton, Council Representative
AFSCME, Local 189

Sept. 28, 2012

Date

For the City:



David Shaff, Administrator
Portland Water Bureau

10.02.2012

Date

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Anna Kanwit, Director
Bureau of Human Resources

Date

Approved as to Form:

Catherine Riffe

10/5/12

Catherine Riffe
Chief Deputy City Attorney

Date