

LETTER OF AGREEMENT

(Water Meter Technician Wages, Seniority, and Commercial Driver's Licenses)

This Agreement is entered into between the City of Portland (City), on behalf of the Water Bureau (Bureau), and American Federation of State, County, and Municipal Employees, Local 189 (AFSCME).

BACKGROUND:

1. The City and the District Council of Trade Unions (DCTU), of which AFSCME is a member union, are parties to a Collective Bargaining Agreement (CBA) effective July 1, 2013 to June 30, 2017.
2. On July 14, 2014 the City notified AFSCME that it revised the Water Meter Technician (WMT) classification series. Effective July 1, 2014 the City created a new WMT I classification. The City retitled the current WMT I classification to WMT II and the current WMT II classification to WMT III. The City did not propose to change the wage rates for these classifications.
3. On July 16, 2014 AFSCME filed a timely demand to bargain.
4. On August 5, 2014 AFSCME and City representatives first met to bargain over the changes to the WMT classification series.
5. As a result of those negotiations, the City and AFSCME agree to the changes described below.

AGREEMENT:

1. Employees appointed to the Utility Worker II (UW II) classification who are assigned to the Bureau's Customer Services Group and who work in the Meter Shop will be transferred to the new WMT I classification.
2. Employees appointed to the old WMT I classification will be transferred to the new WMT II classification.
3. Employees appointed to the old WMT II classification will be transferred to the new WMT III classification.
4. Employees appointed to the new WMT I classification will have a job classification seniority date that is the same as their UW II job classification seniority date.
5. Employees appointed to the new WMT I classification who bump back to a position in the UW II classification in any bureau must obtain a Commercial Driver's License (CDL) within six (6) months of returning to the UW II classification. If an employee fails to obtain a CDL within six (6) months, he or she will be laid off according to Article 14 Layoff/Recall.
6. The wage rates for the new WMT I classification will be the same as the current UW II classification.

7. In order to address a salary anomaly in which the new WMT I wage rates are higher than the new WMT II wage rates, the wage rates for the new WMT II classification will be changed to the following:

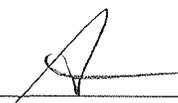
<u>Entry</u>	<u>6 Months</u>	<u>1 Year</u>	<u>2 Year</u>
\$23.03	\$24.25	\$25.53	\$26.75

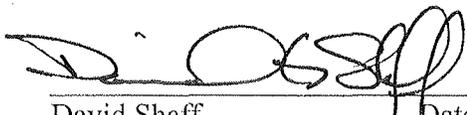
8. This Agreement is based on the particular circumstances herein and does not create a precedent of any kind.

9. This Agreement is effective upon ratification by City Council.

For the City of Portland:

For AFSCME, Local 189:

	10-2-14		9/25/14
_____ Anna Kanwit, Bureau of Human Resources Director	Date	_____ Rob Wheaton Council Representative	Date

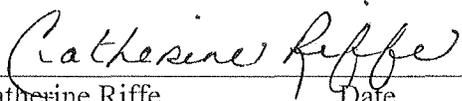


 David Shaff
 Portland Water Bureau Administrator

09.29.2014

 Date

Approved as to form:



 Catherine Riffe
 Chief Deputy City Attorney

9/26/14

 Date