

Exhibit A

188055

### LETTER OF AGREEMENT

PBOT Maintenance Operations, Environmental Systems Division (ESD)  
Confined Space Entry Team and Cleaning Hazardous Material from Sewers

The parties to this Agreement are the City of Portland (City) on behalf of the Bureau of Transportation (Bureau) and Laborers' Local 483 (Union).

### BACKGROUND

1. The Union is a signatory to the July 1, 2013 – June 30, 2017 labor agreement between the City and the District of Trade Unions (DCTU).
2. Schedule A, #4 of the labor agreement provides for a premium of \$2 per hour for time actually worked, rounded up to the nearest whole hour, to be paid to employees with current HAZWOPER certification when they perform specific tasks which requires them to use advanced personal protective equipment (PPE), including positive pressure respirators and safety suits, and/or Level "B" personal protective equipment.
3. The Bureau's Maintenance Operations Group, Environmental Systems Division, occasionally performs:
  - a. Confined space entry walks by the Confined Space Entry Team (CSET)
  - b. Removal and cleaning of hazardous material from sanitary, stormwater, or combined sewer systems, referred to as Cleaning Hazardous Material from Sewers (CHMS) that requires an advanced level of PPE as described in #8 below.
4. Members of the CSET are required to successfully complete 40 hours of training annually in the use of Self-Contained Breathing Apparatus (SCBA)/ Positive Pressure Respirators (PPR) and Low Angle Rope Rescues in addition to standard Confined Space Entry training.
5. When making entries into the City sewer system, CSET members are required to wear SCBA and appropriate PPE. A rescue team wearing the same SCBA and PPE standby in the event of an emergency.
6. HAZWOPER certification is not required to make the type of entries made by CSET.
7. ESD employees who perform CHMS are required to successfully complete one day of advanced PPE training and one day of Safety Data Sheets (SDS) training.
8. When hazardous material is encountered and subsequently verified by testing to require advanced PPE, ESD employees performing the related CHMS are required to use the following advanced PPE which includes, but is not limited to:
  - a. Fitted canister face mask breathing apparatus that are P100 and gas and vapor rated.
  - b. Tyvek or similar protective suits, including hoods/booties as appropriate.
  - c. Eye glasses or goggles, as appropriate.
  - d. Proper gloves, as appropriate.
9. HAZWOPER certification is not required to perform CHMS work.

# AGREEMENT

Members of the Bureau's CSET will receive a premium of \$2.00 per hour for actual time worked rounded up to the nearest whole hour when engaged in work inside a permit-required confined space as defined by OSHA or serving as the rescue team for the entry team under the following conditions:

1. Employees are required to have successfully completed SCBA/ PPR and Low Angle Rope Rescue certifications.
2. Employees must wear SCBA/PPR and appropriate PPE when making the entry or serving as the rescue team.
3. This Agreement amends and replaces the Letter Agreement approved by City Council on January 18, 2012.

ESD employees will receive a premium of \$2.00 per hour for actual time worked rounded up to the nearest whole hour when performing CHMS that can contain hazardous materials under the following conditions:

1. Employees are required to have successfully completed PPE and SDS training as specified above.
2. Employees must wear advanced PPE as specified in paragraph 8 above.
3. This portion of the agreement is retroactive to July 1, 2015.

This agreement is based on the particular circumstances described above and does not constitute a precedent for either party.


This Agreement will become effective upon approval by ordinance by City Council and will remain in full effect for the life of the existing labor agreement and will remain in full effect unless opened by either party at the end of the current labor agreement.

For the Union:

  
Farrell Richartz, Business Manager

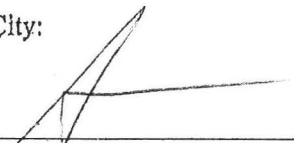
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For the Bureau:

 on behalf of Dir. Treat  
Leah Treat, Director

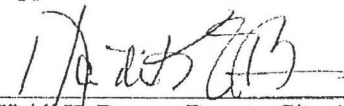
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For the City:

  
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Anna Karwit, Director  
Bureau of Human Resources

9-19-16  
\_\_\_\_\_  
date

Approved as to Form:

  
\_\_\_\_\_  
Heidi K. Brown, Deputy City Attorney

9/14/2016  
\_\_\_\_\_  
date