

Exhibit A

July 18, 2017

Water

LETTER OF AGREEMENT

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

BACKGROUND

1. The City and the District Council of Trade Unions (DCTU) are parties to a collective bargaining agreement (DCTU contract) for the period July 1, 2013 through June 30, 2017. The Union is an affiliated union of the DCTU.
2. The City and Union wish to create an alternative work schedule for Water Treatment Operators that provides 24/7 coverage, offers flexibility, is cost efficient and increases employee satisfaction.
3. The parties agree as follows:

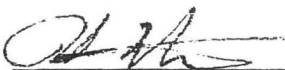
AGREEMENT

1. The Water Treatment Operators will work a schedule in positions delineated as follows:
 - Day 1 Shift
 - Night 1 Shift
 - Day 2 Shift
 - Night 2 Shift
 - Maintenance Operator 1 Shift
 - Maintenance Operator 2 Shift
 - Maintenance Relief 1 Shift
 - Maintenance Relief 2 Shift
 - Lusted Hill Operator
 - Lead Operator
2. The Water Treatment Operators will work the following shifts:
 - a. The Water Treatment Operators on Day 1 Shift will work a bi-weekly schedule of one (1) six and one half (6.50) hour work day, three (3) days off, two (2) twelve and one quarter (12.25) hour work days, two (2) days off, three (3) twelve and one quarter (12.25) hour work days, two (2) days off, and one (1) twelve and one quarter (12.25) hour work day.
 - b. The Water Treatment Operators on Night 1 Shift will work a bi-weekly schedule of one (1) six and one half (6.50) hour work day, three (3) twelve and one quarter (12.25) hour work days, seven (7) days off, and three (3) twelve and one quarter (12.25) hour work days.

- c. The Water Treatment Operators on Day 2 Shift will work a bi-weekly schedule of one (1) day off, three (3) twelve and one quarter (12.25) work days, two (2) days off, one (1) twelve and one quarter (12.25) work day, one (1) six and one half (6.50) hour work day, three (3) days off, two (2) twelve and one quarter (12.25) hour work days, and one (1) day off.
 - d. The Water Treatment Operators on Night 2 Shift will work a bi-weekly work schedule of four (4) days off, three (3) twelve and one quarter (12.25) hour work days, one (1) six and one half (6.50) hour work day, three (3) twelve and one quarter (12.25) hour work days, and three (3) days off.
 - e. The Water Treatment Operators on Maintenance Operator 1 Shift will work a weekly schedule of one (1) ten (10) hour work day, three (3) days off, and three (3) ten (10) hour work days.
 - f. The Water Treatment Operators on Maintenance Operator 2 Shift will work a weekly schedule of two (2) ten (10) hour work days, three (3) days off, and two (2) ten (10) hour work days.
 - g. The Water Treatment Operators on Maintenance Relief 1 Shift will work a weekly schedule of one (1) twelve (12) hour work day, three (3) days off, one (1) ten (10) hour work day, and two (2) nine (9) hour work days.
 - h. The Water Treatment Operators on Maintenance Relief 2 Shift will work a weekly schedule of four (4) ten (10) hour work days followed by three (3) days off.
 - i. The Lusted Hill Operator will work a weekly schedule of one (1) ten (10) hour work day, three (3) days off, and three (3) ten (10) hour work days.
 - j. The Lead Operator will work a bi-weekly schedule of one (1) nine (9) hour work day, one (1) eight (8) hour work day, two (2) days off, four (4) nine (9) hour work days, three (3) days off, and three (3) nine (9) hour work days.
- 3. Days and shift hours worked for each 80-hour pay period are set out in the attached shift schedule. The standard day shift hours set out in Article 7.1 and the shift starting times set out in Article 8.1 of the DCTU contract do not apply and are expressly waived.
 - 4. Water Treatment Operator Day Shifts 1 & 2 will receive Second/Swing differential pay as set forth in Article 8.2 of the DCTU contract for all hours worked from 4:00 p.m. to 8:00 p.m. during their regularly scheduled shift.
 - 5. Water Treatment Operator Night Shifts 1 & 2 will receive Third/Graveyard differential pay as set forth in Article 8.2 of the DCTU contract for all hours worked during their regularly scheduled shift.

6. Maintenance Relief 1 and Maintenance Operator 1 shifts will receive Relief differential pay as set forth in Article 8.2 of the DCTU contract for all hours worked during their regularly scheduled shift.
7. All Operators working 12.25 hour shifts will have two (2) paid twenty (20) minute lunch periods during their assigned shift and three (3) paid fifteen (15) minute rest periods, one for each segment of four (4) hours or major part thereof worked.
8. All Operators working ten (10) hours shifts will have one (1) paid thirty (30) minute lunch period during their assigned shift and two (2) paid fifteen (15) minute rest periods, one for each segment of four (4) hours or major part thereof worked.
9. All Water Treatment Operators are expected to respond to plant alarms, phone calls, and any other operational needs that may arise during their lunch or rest periods.
10. All Water Treatment Operators are ineligible for unpaid absences during the regular work day for personal reasons. Article 8.3 of the DCTU contract does not apply and is expressly waived.
11. In the event the starting or quitting time of any existing schedule is changed, the Union will be advised. Notice of change in shift starting times or days off will be given prior to the end of the employee's workweek before the workweek in which the change becomes effective and such change will be effective for not less than one week, in accordance with the requirements of the DCTU contract. In the event any employee's workdays are changed so that the employee does not have two consecutive days off between schedules, the first day of the changed weekly schedule shall be paid for at time and one-half, in accordance with the DCTU contract.
12. The City and the Union agree that either party may terminate a schedule created under this Agreement at any time for any reason upon thirty (30) days written notice to the other party. The employee(s) will then revert to a shift schedule established by the bureau under Article 7.1.
13. This Agreement will be effective upon approval by the City Council by Ordinance. It is in full effect for the life of the existing DCTU contract and will remain in full effect unless opened by either party at the end of the current contract.

For the Union:




Rob Wheaton, Council Representative

8/2/17


date

For the Bureau:


Michael Stuhr, Administrator


8/4/17
date

For the City:


Anna Kanwit, Director
Bureau of Human Resources

8-6-17
date

Approved as to Form:


Matthew Farley, Sr. City Attorney

8-3-17
date

188643

				Pay Period End			
Lusted Hill		10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00		
MR 1		10.00 07:45-17:45	9.00 07:45-16:45	9.00 07:45-16:45	12.00 13:45-01:45		
MR 2	10.00 06:00-16:00				10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00
Day (1)	12.25	12.25	12.25	12.25	6.50	12.25	12.25
Day (2)	07:45-20:00	07:45-20:00	07:45-20:00	07:45-20:00	07:45-14:15	07:45-20:00	07:45-20:00
Night (1)	12.25	12.25	12.25	12.25	6.50	12.25	12.25
Night (2)	19:45-08:00	19:45-08:00	19:45-08:00	19:45-08:00	01:30-08:00	19:45-08:00	19:45-08:00
MO 1		10.00 06:30-16:30	10.00 06:30-16:30	10.00 06:30-16:30	10.00 09:45-19:45		
MO 2			10.00 07:00-17:00	10.00 07:00-17:00	10.00 07:00-17:00	10.00 07:00-17:00	
Lead		9.00 06:00-15:00	9.00 06:00-15:00	9.00 06:00-15:00	9.00 06:00-15:00	8.00 06:00-14:00	

WTO Shift Overlap, Lusted 4-day & Maintenance Relief

	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
					Pay Period Start		
Lusted Hill		10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00		
MR 1		10.00 07:45-17:45	9.00 07:45-16:45	9.00 07:45-16:45	12.00 13:45-01:45		
MR 2	10.00 06:00-16:00				10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00
Day (1)	12.25	12.25	12.25	12.25	6.50	12.25	12.25
Day (2)	07:45-20:00	07:45-20:00	07:45-20:00	07:45-20:00	07:45-14:15	07:45-20:00	07:45-20:00
Night (1)	12.25	12.25	12.25	12.25	6.50	12.25	12.25
Night (2)	19:45-08:00	19:45-08:00	19:45-08:00	19:45-08:00	01:30-08:00	19:45-08:00	19:45-08:00
MO 1		10.00 06:30-16:30	10.00 06:30-16:30	10.00 06:30-16:30	10.00 09:45-19:45		
MO 2			10.00 07:00-17:00	10.00 07:00-17:00	10.00 07:00-17:00	10.00 07:00-17:00	
Lead		9.00 06:00-15:00	9.00 06:00-15:00	9.00 06:00-15:00	9.00 06:00-15:00	8.00 06:00-14:00	
	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.
Lusted Hill		10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00		
MR 1		10.00 07:45-17:45	9.00 07:45-16:45	9.00 07:45-16:45	12.00 13:45-01:45		
MR 2	10.00 06:00-16:00				10.00 06:00-16:00	10.00 06:00-16:00	10.00 06:00-16:00
Day (1)	12.25	12.25	12.25	12.25	6.50	12.25	12.25
Day (2)	07:45-20:00	07:45-20:00	07:45-20:00	07:45-20:00	07:45-14:15	07:45-20:00	07:45-20:00
Night (1)	12.25	12.25	12.25	12.25	6.50	12.25	12.25
Night (2)	19:45-08:00	19:45-08:00	19:45-08:00	19:45-08:00	01:30-08:00	19:45-08:00	19:45-08:00
MO 1		10.00 06:30-16:30	10.00 06:30-16:30	10.00 06:30-16:30	10.00 09:45-19:45		
MO 2			10.00 07:00-17:00	10.00 07:00-17:00	10.00 07:00-17:00	10.00 07:00-17:00	
Lead		9.00 06:00-15:00	9.00 06:00-15:00	9.00 06:00-15:00	9.00 06:00-15:00		
	Sun.	Mon.	Tues.	Wed.	Thurs.	Fri.	Sat.