

**Agenda No. 144**

**ORDINANCE No. 190316**

\*Authorize the Chief Human Resources Officer to extend the duration of benefits covered under the Families First Coronavirus Act and to enter into Letters of Agreement with all City Unions (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. On March 8, 2020, Oregon Governor, Kate Brown declared a State of Emergency in response to the increasing concern with COVID-19 (Coronavirus) within the state. The original State of Emergency has been extended and continues today.
2. On March 18, 2020, the Families First Coronavirus Response Act (FFCRA) was signed into law, which provided in part for paid sick leave and emergency leave under the Family and Medical Leave Act (E-FMLA) for employees to care for their children due to school closures.
3. City Council thereafter passed various ordinances that authorized the Chief Human Resources Officer, Cathy Bless, to enter into letters of agreement with the City's labor partners that provide for the provision of FFCRA benefits related to sick leave and emergency FMLA (E-FMLA).
4. The City entered into letters of agreements with its unions that address the provision of FFCRA sick leave and E-FMLA benefits.
5. The legally required benefits for sick leave and E-FMLA under the FFCRA expired on December 31, 2020.
6. The City has an interest in continuing to offer sick leave and E-FMLA as provided for in the FFCRA to all City employees, which require new letters of agreements with City Unions.

**Introduced by**

Mayor Ted Wheeler

**Bureau**

Human Resources

**Prepared by**

Cathy Bless

**Date Prepared**

February 26, 2021

**Requested Council  
Date**

March 10, 2021

**Requested Agenda  
Type**

Consent

**Date Filed with Clerk**

March 2, 2021

NOW, THEREFORE, the Council directs:

- A. The Chief Human Resources Officer is authorized extend sick leave and E-FMLA benefits as provided for under the FFCRA, retroactively to March 1, 2021.
- B. The Chief Human Resources Officer is further authorized to enter into or extend Letters of Agreement between the City and each City Union that provide for continuation of sick leave and E-FMLA benefits as provided for under the FFCRA. Such extensions or agreements may be retroactive to March 1, 2021.

Section 2. The Council declares that an emergency exists because delay would unnecessarily delay the orderly implementation of the provisions of these letters of agreement; therefore, this ordinance shall be in full force and effect after its passage by the Council.

Passed by Council: March 10, 2021

**MARY HULL CABALLERO**

Auditor of the City of Portland

By *Megan Lehman*  
Deputy

Action taken:

| Four Fifths Agenda | Commissioners voted as follows: |      |      |
|--------------------|---------------------------------|------|------|
|                    |                                 | YEAS | NAYS |
| 1. Rubio           | 1. Rubio                        | ✓    |      |
| 2. Ryan            | 2. Ryan                         | ✓    |      |
| 3. Hardesty        | 3. Hardesty                     | ✓    |      |
| 4. Mapps           | 4. Mapps                        | ✓    |      |
| Wheeler            | Wheeler                         | ✓    |      |