

## LETTER OF AGREEMENT

The parties to this Letter of Agreement (Agreement) are the City of Portland (City) and the Portland Police Association (PPA) on behalf of its emergency communications unit.

### BACKGROUND

- A. The City and PPA are parties to a collective bargaining agreement effective through June 30, 2023 (CBA).
- B. On June 17, 2020, City Council approved Juneteenth as an official City holiday.
- C. BOEC Emergency Communications Dispatchers and Call-takers are provided premium pay for certain holidays under Article 23 of the CBA, however, they do not earn paid or deferred holidays in accordance with the City's Administrative Rule 6.02- Holidays.
- D. The PPA asserted its collective bargaining rights under the Public Employee Collective Bargaining Act (PECBA) over the creation of the new City Juneteenth holiday.

### AGREEMENT

The Parties agree as follows:

- 1. The City will provide one deferred holiday in the amount of 9.50 hours to each PPA-BOEC represented employee on Juneteenth (June 19<sup>th</sup>) each calendar year. The deferred hours will be placed into a separate leave bank for employee use.
- 2. There will be no premium pay for time worked on Juneteenth. The deferred holiday will be provided whether the employee is on or off their regularly scheduled workday.
- 3. Employees shall be entitled to the Juneteenth deferred holiday provided they are in pay status for the entire scheduled workdays preceding and following the holiday.
- 4. Regular, part-time employees shall have their Juneteenth deferred holiday pro-rated based upon the number of hours they are regularly scheduled for.
- 5. Employees may request time off for Juneteenth in accordance with the Article 11 of the CBA.

6. The parties have met their respective obligations under the PECBA to bargain over the impact of the City designating Juneteenth as a paid holiday.
7. This Agreement is effective with the first Juneteenth holiday on June 19, 2020 and shall remain in full force through the duration of the current CBA, and will be integrated into the successor collective bargaining agreement.

For the Portland Police Association:



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Brian Hunzeker  
PPA President

\_\_\_\_\_  
2/16/2021

\_\_\_\_\_  
Date

For the City:

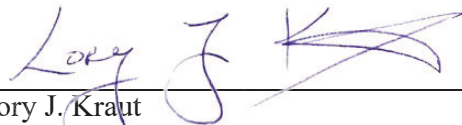


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Cathy Bless  
Chief Human Resources Officer

\_\_\_\_\_  
3/10/21

\_\_\_\_\_  
Date

Approved as to form:




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Lory J. Kraut  
Sr. Deputy City Attorney

\_\_\_\_\_  
02/23/2021

\_\_\_\_\_  
Date

Approved as to form:



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Anil Karia  
PPA Legal Counsel

\_\_\_\_\_  
2/16/2021

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Date