

LETTER OF AGREEMENT

The parties to this Agreement are the City of Portland (City) and the following unions (collectively, “Unions”) the District Council of Trade Unions (DCTU) and Local Laborers (LL483)

BACKGROUND

1. On June 17th 2020 the City chose to adopt Anti-Racism, Equity, Transparency, Communication, Collaboration, and Fiscal Responsibility as the Core Values of the City of Portland as recommended by the Bureau of Human Resources and Office of Equity and Human Rights to inform a unified workplace and city culture, systems, policies, practices, and procedures.
2. The City has created the Access to Work program, which creates a pathway to employment for applicants who have been referred by a Vocational Rehabilitation program and are eligible to receive job coaching services
3. The Access to Work classifications begin as “Assistant” classifications during the training and onboarding period of employment, as such the wages are lower during this time.
4. There is no method in the DCTU or LL483 Collective Bargaining Agreements to allow for these employees to move from the Access to Work Assistant classifications directly to the Maintenance Worker or Office Support Specialist I classification without submitting another application.

AGREEMENT OF THE PARTIES

1. The City and Unions agree that employees in the Access to Work program that have successfully moved through each of the Assistant steps of the classification shall be allowed to enter into the Maintenance Worker or Office Support Specialist I classification, whichever is appropriate, without requiring a recruitment.
2. The City and Unions agree that these positions would not interfere with any other DCTU or LL483 employees on eligible lists for the same classifications.
3. Progression into the Office Support Specialist I and Maintenance Worker classifications shall be based on Management discretion. Progression into the Office Support Specialist I and Maintenance Worker classifications shall not disrupt any employees on eligible lists for the same classifications.

For Local Laborers 483:

Farrell Richartz, Business Partner

Date

For DCTU:

Bao Nguyen, Council Representative

Date

For the City:

Cathy Bless

Date

Director of the Bureau of Human Resources

Approved as to Form:

Franco Lucchin

Date

Sr Deputy City Attorney