

LETTER OF AGREEMENT

The parties to this Letter of Agreement are the City of Portland (City) and the City of Portland Professional Employees Association (COPPEA).

Recitals:

- A. The City and COPPEA are parties to a Labor Agreement, the term of which is July 1, 2007 to June 30, 2010, and
- B. Article 14.1.b and c of the parties' Labor Agreement provides that "[t]he progression to higher accrual rates will be based on serving the number of hours equivalent to the time periods designated in subsection (a) above", and
- C. In order to facilitate SAP blueprinting and configuration and to the part-time employees' benefit, the parties have a shared interest in changing the accrual method such that part-time employees are credited one year towards the increased vacation accrual rate each calendar year.

Agreement:

1. The last sentence of Article 14.1.b and 14.1.c of the parties' Labor Agreement shall be changed to read as follows: The rate of annual vacation leave accruals shall depend upon the number of years of total service for the City, whether or not total service was broken. Progression to higher accrual rates will occur beginning with January 1 of the year in which the employee reaches the service anniversaries listed in subsection (a) above.
2. This agreement shall be effective upon adoption by the City Council.
3. This agreement shall remain in effect for the entire term of the parties' current Labor Agreement. Further, this agreement shall remain in effect following expiration of the parties' current Labor Agreement and throughout hiatus until full ratification of a successor agreement, unless terminated by either party upon thirty (30) days written notice to the other party.

For the Union:

Mark Bello Ph.D. Oct. 14, 2008
Mark Bello, President Date
COPPEA

For the City:

Approved as to Form:

Yvonne L. Deckard 10/14/08
Yvonne L. Deckard, Director Date
Bureau of Human Resources

Catherine Riffe
Catherine Riffe, Deputy City Atty.