

**LETTER OF AGREEMENT**

The parties to this agreement are the City of Portland (City) and Laborers' Local 483 (Union).


**Background**

1. The City and the Union concluded negotiations for a successor labor agreement for the Recreation bargaining unit on March 17, 2010.
2. The City Council approved the successor agreement by ordinance on July 14, 2010.
3. The City and the Union agreed that if the City agreed to a cost of living adjustment, general wage increase, bonus, or increase in insurance benefits in successor contract negotiations with the District Council of Trade Unions or the City of Portland Professional Employees Association for the contracts expiring July 1, 2010, or granted such wages or benefits to non-represented employees, it would extend the same to the Recreation unit.
4. The City-DCTU and City-COPPEA successor contract negotiations resulted in an agreement to define the day after Thanksgiving as a holiday, solely for the purposes of the negotiated employee wage and hour package between the City and the unions. In its successor agreements with the District Council of Trade Unions or the City of Portland Professional Employees Association the City agreed to add the Friday after Thanksgiving as a guaranteed paid holiday.
5. The City and the Union's agreement as described in item 3, above, does not include the day after Thanksgiving.
6. The City wishes to address this matter through additional bargaining with Union.

**Agreement**

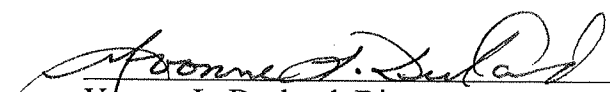
1. The parties agree to amend Article 13.1.1 of their labor agreement by adding the day after Thanksgiving as a guaranteed paid holiday.
2. This Agreement is subject to approval by the Portland City Council and the proper authority on behalf of the Union.
3. The parties acknowledge that this Letter of Agreement has been crafted to address the special circumstances referenced herein, solely for the purpose of negotiated employee wages and hours between the City and the Union. Other than that specified purpose, this Agreement establishes no precedent.

For the Union:

  
Richard Beetle, Business Manager

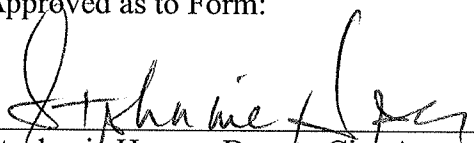
10-20-10  
Date

For the City:

  
Yvonne L. Deckard, Director  
Bureau of Human Resources

10/20/10  
Date

Approved as to Form:

  
Stephanie Harper, Deputy City Attorney

10-20-10  
Date