

Letter of Agreement

The parties to this Agreement are the City of Portland (City), on behalf of the Bureau of Transportation (Bureau) Parking Enforcement Division (Division), and AFSCME Local 189 (Union).

Background

1. Article 15.1 of the labor agreement between the City and the District Council of Trade Union to which the Union is a signatory recognizes the day after Thanksgiving as a paid holiday.
2. The Division enforces parking meters on the day after Thanksgiving.
3. The Division permits as many Parking Code Enforcement Officers to observe the holiday as business operations permit.

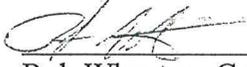
Agreement

1. Division employees represented by the Union who work on the day after Thanksgiving will be paid in accordance with Article 15.2.
2. The Division may change an employee's scheduled working hours, i.e., shift, on the day after Thanksgiving to meet staffing needs. Any such change may be made without regard to the schedule change notification and/or duration requirements in Article 7.1 and the emergency shift change premium in Article 7.4.
3. An employee regularly scheduled to start work between 0930 and 1200 hours on the day of an observed holiday who voluntarily changes her/his regular starting time shall not receive shift premium.
4. For an employee who is regularly scheduled to work on the day a holiday is observed and whose work schedule requires a schedule change, the employee can volunteer to change her/his work starting time by seniority if qualified for the assignment. Example: Scooter opening - employee requesting shift would need to currently be a Scooter Officer or on the Scooter Relief list.
5. If required to change shift assignment, employee on second shift will receive second shift premium regardless of shift starting time. Such required shift assignments will be assigned by least senior qualified employee.

This agreement is based on the particular circumstances described above and does not constitute a precedent for either party.

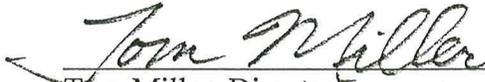
This Agreement will become effective with its approval by City Council. It will remain in effect until either party provides the other written notification of its desire to end the Agreement 30 days prior to its effect.

For the Union:


Rob Wheaton, Council Representative

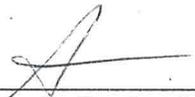
5/11/2012
date

For the Bureau:


Tom Miller, Director

7/6/12
date

For the City:

Arma Karwit 
Yvonne L. Deckard, Director
Bureau of Human Resources

7-29-12
date

Approved as to Form:


Lory Kraut, Sr. Deputy

5/12/12