

Exhibit A

SETTLEMENT AGREEMENT

This Settlement Agreement is between the City of Portland (“City”) and Oregon AFSCME Council 75 Local 189 (“AFSCME” or “Union”).

BACKGROUND

1. The City and AFSCME are parties to the District Council of Trade Unions’ collective bargaining agreement dated July 1, 2017 through June 30, 2020.
2. Between December 21, 2020 and May 24, 2021, AFSCME filed seven petitions to represent various classifications across the City, four of which related to the representation of classifications in the Auditor’s Office and PPB’s Internal Affairs (“IA”) Investigators.
3. On or around August 24, 2021, AFSCME filed an unfair labor practice complaint (ULP), ERB Case No. UP-033-21, which alleged various claims for relief concerning the City not providing cost of living adjustments (“COLA”) and merit increases for the petitioned-for and newly-represented employees in the Auditor’s Office and the IA Investigators.
4. While the City continues to deny the merits of these allegations and AFSCME continues to contend the merit of them, the parties are interested in promoting labor peace and resolving the ULP without the need for a hearing and agree to the resolution of the ULP by the terms stated in this Agreement.

AGREEMENT

The parties agree as follows:

1. The City will pay a 1.6% COLA, retroactive to July 1, 2021, and a 2% merit increase, retroactive to July 15, 2021, to the following groups: the IA Investigators; the petitioned-for and/or newly represented employees in the Auditor’s Office (inclusive of Max Johnson, who is currently subject to a UC petition); and the following former employees, to the date of their separation from employment: Mary Hansen, Brian Johnson, and Gwen Amsbury.
2. The City will pay AFSCME \$300 as reimbursement for its filing fee, in a check made payable to AFSCME Council 75, Local 189, c/o Bao Nguyen.
3. The City shall make such payments as soon as is reasonably practicable after the full execution of this agreement.
4. AFSCME will withdraw ERB Case No. UP-033-21 with prejudice no later than 10 days after the execution of this Agreement.

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5. The parties agree this is a complete resolution of their dispute as it relates to the 1.6% COLA and 2% merit increase for the IA Investigators and Auditor's Office employees, and AFSCME waives any and all claims it has or may have, regardless of forum, on the subject.
6. Both parties understand this Agreement is a compromise of disputed claims and shall not operate or be interpreted as an admission of liability or set any precedent.

For AFSCME:



Bao Nguyen

For the City:

Cathy Bless, Bureau of Human
Resources Director

Approved as to Form:

Fallon Niedrist, Deputy City Attorney