

LETTER OF AGREEMENT

The parties to this Letter of Understanding are the City of Portland (City), on behalf of the Office of Management and Finance - Fleet Services (Bureau), International Association of Machinists and Aerospace Workers, District Lodge W24 (Union) and American Federation of State, County, and Municipal Employees, Local 189 (AFSCME).

BACKGROUND

1. The City and the Union are parties to a collective bargaining agreement effective January 1, 2021, to December 31, 2024 (the CBA).
2. To increase safety for employees on the shop floors, the City developed a Safety Eyewear policy requiring employees to always wear safety eyewear while on the shop floors or while repair work is conducted.
3. The City notified the Union on November 30, 2022. The Union filed a demand-to-bargain the effects of the policy on December 1, 2022.
4. The Parties entered interim bargaining on December 12, 2022.
5. The Parties met several times during interim bargaining and reached an Agreement on March 13, 2023.
6. The City implemented the Safety Eyewear Policy on March 15, 2023.

AGREEMENT

1. It shall be mandatory for employees to wear safety eyewear where such eyewear is required to be worn by the City Fleet employees. The City shall provide non-prescription safety eyewear for all employees. Employees who wear prescription eyewear shall be required to wear protective eyewear supplied by the City or prescription safety eyewear. To ensure employee safety, the employee will be issued non-prescription eyewear to be worn over prescription glasses until prescription safety eyewear have been received. New employees will be provided nonprescription safety glasses on their first day of work at any City of Portland Fleet shop. New employees with a current prescription as described in Section 4 below will be eligible immediately for reimbursement. New employees without a current prescription will be entitled to reimbursement for prescription safety eyewear the first of the month following the employee's date of hire.
2. Employees may purchase prescription safety eyewear from any source the employee chooses. The City will reimburse the employee for the purchase of prescription safety eyewear up to a maximum of \$200.00, per pair of glasses per fiscal year.

3. To be eligible for the above reimbursement, the employee must obtain prior authorization from their supervisor before purchasing the required safety glasses and must submit the receipt to the supervisor to verify the cost and substantiate the reimbursement. The City maintains the right to specify the standards for non-prescription safety glasses. Further, prescription safety glasses shall conform in all respects to the Occupational Safety and Health Standards 1910.133 Eye and Face Protection.
4. The City agrees to waive discipline from March 15, 2023 through December 31, 2024 when an employee forgets to wear protective safety glasses for the period of the current CBA. Willful disobedience or repetitive reminders are not subject to this provision and discipline will apply.
5. Employees may reapply in consecutive fiscal years for an additional \$200 up to the total reimbursement amount.
6. For Fiscal Year 2023-2024, the first reimbursement will be up to \$400.00.

DAMAGE TO PRESCRIPTION SAFETY GLASSES

1. The City agrees to track damages to prescription safety glasses from March 15, 2023 until December 31, 2024 for data collection purposes.
2. The City agrees to waive discipline for the duration of the trial period above for any damaged or destroyed eyewear. Employees will wear non-prescription eyewear over prescription glasses should they fail to have prescription safety eyewear available.
3. The Parties agree they will bargain any additional costs related to repair and/or replacement of prescription safety eyewear during the next successor negotiations of the Collective Bargaining Agreement.
4. The prescription shall not be more than twenty-four (24) months old to qualify for reimbursement under this Letter of Agreement.
5. This Letter of Agreement does not supersede any allowance or reimbursement currently established within the Collective Bargaining Agreement.

For the City:

DocuSigned by:
Maty Sauter 6/5/2023
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Maty Sauter Date
Manager
OMF-DAM

For IMAAW District W24:

Carol Krohn 2 June 2023
Carol Krohn Date
Business Representative

DocuSigned by:
Cathy Bless 6/5/2023
303A109537BD41A...
Cathy Bless Date
OMF-BHR
Chief HR Officer

For AFSCME Local 189:

Baoloc V Nguyen
Baoloc V Nguyen (Jun 2, 2023 14:44 PDT) Date
Baoloc V Nguyen
Bao Nguyen, Council
Representative

Approved as to form:

DocuSigned by:
Matthew Farley 6/5/2023
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Matthew Farley Date
Sr Deputy City Attorney







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Final Audit Report

2023-06-02

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