

## **Letter of Agreement (LOA) Amendment**

The parties to this Agreement are the City of Portland (City) and the following unions (collectively, Unions): The District Council of Trade Unions (DCTU), comprised of AFSCME Local 189, IBEW Local 48, Machinists and Aerospace Workers, District Lodge 24 Auto Mechanics, District Lodge 24 Operating Engineers, Local 701 Plumbers, Local 290 Painters and Allied Trades., District Council 5, Laborers' International Union of North America (LiUNA) Local 483, and Professional Technical Employees, Local 17 (PROTEC 17).

### **Background**

1. On March 8, 2020, Oregon Governor Kate Brown declared a State of Emergency in response to the increasing concern with COVID-19 (Coronavirus) within the state. The original State of Emergency has been extended and continues today.
2. On March 18, 2020, the Families First Coronavirus Response Act (FFCRA) was signed into law, which provided in part for paid sick leave and emergency leave under the Family and Medical Leave Act (FMLA) for employees to care for their children due to school closures.
3. The City and the Unions entered into a Letter of Agreement on March 23, 2020 providing employees the benefits provided under the FFCRA related to sick leave and emergency FMLA as provided under the FFCRA (E-FMLA).
4. Under the FFCRA, the sick leave and E-FMLA benefits expire on December 31, 2020.
5. The City has an interest in continuing to offer sick leave and E-FMLA as provided for in the FFCRA, even though such benefits are not required under the law, until February 28, 2021 to all City employees, and therefore the Parties agree to amend their March 23, 2020 Letter of Agreement as described herein.

### **Agreement**

The parties stipulate and agree as follows:

1. The Letter of Agreement dated March 23, 2020 shall be amended as follows:

The provisions of the FFCRA do not apply beyond December 31, 2020. However, the benefits described in paragraph 3 of the Letter of Agreement shall apply until February 28, 2021.

2. Either party may terminate this Agreement with seven (7) days' notice.
3. All terms and conditions of the March 23, 2020 LOA that are not hereby amended are unchanged and remain in full force and effect per the terms of the March 23, 2020 LOA.
4. AFSCME, Local 189 and IBEW Local 48 assert that they have signatory authority on behalf of all unions covered by the DCTU collective bargaining agreement.

For AFSCME, Local 189:

  
Bao Nguyen, Council Representative


12/28/2020  
Date

For IBEW Local 48:

  
Jennifer Bazner, Business Representative


12/24/20  
Date

For PROTEC-17:

  
Rachel Whiteside, Union Representative


12/28/2020  
Date

For LiUNA Laborers' Local 483:

  
Farrell Richartz, Business Manager


DECEMBER 24, 2020  
Date

For the City:

  
Cathy Bless  
Chief Human Resources Officer

1/4/21  
Date

Approved as to Form:

  
Heidi Brown  
Chief Deputy, City Attorney

2020-01-05  
Date