

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF GRESHAM
AND
TEAMSTERS LOCAL 223
Re: LTE Concrete Crew (amendment)

Background. The City and Teamsters Local 223 entered into an MOU dated February 1, 2018 that established a City staffed "concrete crew" in the Department of Environmental Services (DES) Transportation Operations division. The concrete crew is responsible for the layout, installation and finishing of 1200-1400 ADA compliant sidewalk ramps as part of the City's five (5) year street reconstruction project. The project commenced July 1, 2018.

Recitals.

1. The Concrete crew is comprised of one Field Operations Supervisor, four Limited Term Public Utility Worker II positions and three Public Utility Worker II seasonal employees. The seasonal positions are staffed for six months between May 1st and October 31st of each year.
2. A term in the 2-1-2018 MOU states any externally hired Field Operations Supervisor and the four Public Utility Worker II positions will be designated as two-year limited term positions (LTE). The MOU recognizes the project may extend beyond the two-year limit on LTE employment.
3. Article 1.5 of the parties' CBA allows employees to continue as LTE's beyond two years if the parties' mutually agree to extend the term. The MOU further states the agreement of the parties to work cooperatively on terms of extension should that be necessary.
4. The current employees in limited term status serving on the concrete crew include:
 - [REDACTED], Public Works Field Operations Supervisor promoted on October 17, 2020 from a regular status Public Utility worker II in the Transportation Division to fill the limited term Field Operations Supervisor on the concrete crew.
 - [REDACTED], Public Utility Worker II (LTE), hired 3-4-2019
 - [REDACTED], Public Utility Worker II (LTE), hired 5-28-19
 - [REDACTED] Public Utility Worker II (LTE), hired 12-30-19
 - Vacant PUWII LTE under recruitment
5. The City would like to extend the current terms in the 2-1-2018 MOU under a one-year extension for the period of July 1, 2020 -June 30, 2021. This would accommodate the continued employment of the above listed LTE employees through 6-30-2021.
6. Given the five (S) year street reconstruction project is anticipated to continue through June 30, 2023, the parties will need to evaluate a second extension in 2021 and a third in 2022 to consider the continued employment of limited term employees beyond the limit of this current extension.

Agreement. As a result of bargaining, the parties agree to the following:

1. The Parties are extending the terms of the February 1, 2018 MOU.

2. The term of employment for the current limited term employees will be extended to June 20, 2021, or two years from date of hire, whichever is longer.

3. The following employees will have their LTE end date changed to June 30, 2021: [REDACTED] and [REDACTED]. [REDACTED] will keep his current LTE end date of 12-31-2021.

4. The parties will meet and confer by the one-year mark of this extension to discuss further extensions of the 2-1-2018 MOU and LTE end dates for employees on the concrete crew.

5. This MOU expires June 30, 2021.

For the City:

For the Union:

/s/ Karen Pearson

/s/ Karine Trowbridge

Karen Pearson, HR Director

Karine Trowbridge, Teamster Labor Representative

Date: 6/23/2020

Date: 6/22/2020

Approved as to form:

/s/ Sherisa Davis-Larry

Sherisa Davis-Larry, Assistant City Attorney

Date: July 20, 2020