

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF GRESHAM
AND
TEAMSTERS LOCAL 223
Re: LTE Concrete Crew (amendment #2)

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 parties signed an MOU extension on June 23, 2020 extending the terms of the February 1, 2018 MOU to June 30, 2021.
2. The Concrete crew is comprised of one Field Operations Supervisor, four Limited Term Public Utility Worker II positions and two Public Utility Worker II seasonal employees. The seasonal positions are staffed for six months between May 1st and October 31st of each year.
3. A term in the February 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.
4. 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. A term in the June 23, 2020 MOU states the agreement of the parties to work cooperatively on terms of a second extension should that be necessary.
5. The current employees in limited term status serving on the concrete crew include:
 - o [REDACTED] Public Works Field Operations Supervisor promoted on October 17, 2019 from a regular status Public Utility worker II in the Transportation Division to fill the limited term Field Operations Supervisor on the concrete crew.
 - o [REDACTED] Public Utility Worker II (LTE), hired 3-4-2019
 - o [REDACTED] Public Utility Worker II (LTE), hired 5-28-2019
 - o [REDACTED], Public Utility Worker II (LTE), hired 12-30-2019
 - o [REDACTED] Public Utility Worker II LTE, hired 11-30-2020
6. The City would like to extend the current terms in the February 1, 2018 MOU under an additional two-year extension for the period of July 1, 2021 - June 30, 2023. This would accommodate the continued employment of the above listed LTE employees through the end of the street reconstruction project, June 30, 2023.

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. Through this MOU, the parties are replacing the June 23, 2020, MOU upon its expiration.
3. The term of employment for the current limited term employees will be extended to June 30, 2023.
4. The following employees will have their LTE end date changed to June 30, 2023: [REDACTED]
[REDACTED] Any LTE employee hired for the concrete crew prior to the expiration of this MOU will have an LTE end date of 6-30-2023. [REDACTED] will return to his regular status PUW II position at the end of the street reconstruction project per the terms of the February 1, 2018 MOU.
5. This MOU expires June 30, 2023.

For the City:

For the Union:

/s/ Karen Pearson

/s/ Karine Trowbridge

Karen Pearson, HR Director

Karine Trowbridge, Labor Representative

Date: 5/26/2021

Date: 5/26/2021

/s/ David Clyne

David Clyne, City Manager pro tem

Date: 5/27/2021

Approved as to form:

/s/ Sherisa Davis-Larry

Sherisa Davis-Larry, Senior Asst City Attorney