

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

The parties to this Letter of Agreement are the City of Portland (City), by and through Portland Fire and Rescue (PF&R), and the Portland Firefighters Association, Local 43 IAFF (PFFA or Union).

### **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 May 11, 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 expired 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 May 11, 2020 Letter of Agreement as described herein.

### **Agreement**

The parties stipulate and agree as follows:

1. The Letter of Agreement dated May 11, 2020 shall be amended as follows:  
Paragraph 10 is struck and replaced with the following language:  
  
"The provisions of the FFCRA do not apply beyond December 31, 2020. However, the benefits described in this LOA shall apply until the expiration date of June 30, 2021."
2. Leaves related to vaccines and their side effects shall be eligible for usage under this provision.
3. Entitlements shall be limited to those who have not yet used all or any of their 80 hours as provided for under the May 11, 2020 LOA..
4. All terms and conditions of the May 11, 2020 LOA that are not hereby amended are unchanged and remain in full force and effect per the terms of the May 11, 2020 LOA.
5. This agreement shall expire on July 1, 2021.

SO AGREED:

For Portland Fire Fighters Association:

  
Alan Fershweiler, President

3/30/2021  
Date

For the City:

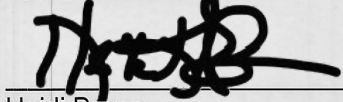
  
Sara Boone  
Fire Chief

4/1/2021  
Date

Cathy L.  
Bless  
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L. Bless  
Date: 2021.04.01  
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Cathy Bless  
Chief Human Resources Officer

4/1/21  
Date

Approved as to form:

  
Heidi Brown  
Chief Deputy, City Attorney

4/2/2021  
Date