

Letter of Agreement (LOA) Amendment

The parties to this Letter of Agreement are the City of Portland (City), by and through Portland Police Bureau (PPB), the Portland Police Association (PPA), and the Portland Police Command Officers Association (PPCOA).

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 April 14, 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 April 14, 2020 Letter of Agreement as described herein.

Agreement

The parties stipulate and agree as follows:

1. The Letter of Agreement dated April 14, 2020 shall be amended as follows:
Paragraph 8 is amended to read:

"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. Entitlements are limited to those who have not yet used all or any of their 80 hours as provided for under the April 14, 2020 LOA.
3. Leaves related to an employee obtaining a COVID-19 immunization; or an employee recovering from an injury, disability, illness, or condition related to the COVID-19 immunization shall be added to the list of qualifying reasons for leave under the parties April 14, 2020 LOA.

4. All terms and conditions of the April 14, 2020 LOA that are not hereby amended are unchanged and remain in full force and effect per the terms of the original FFCRA LOA dated April 14, 2020.

5. This agreement shall expire on July 1, 2021.

SO AGREED:

For Portland Police Association:



Jim Mackkirk, Secretary/Treasurer

3/30/21
Date

For Portland Police Commanding Officer Association:



Lt. Jeff Niya, President

3/30/21
Date

For Portland Police Bureau:



Chuck Lovell, Police Chief

3/31/21
Date

For the City:



Cathy Bless
Chief Human Resources Officer

3/31/21
Date

PPA Legal Counsel:



Anil Karia

3/30/2021
Date

Approved as to form:



Heidi Brown
Chief Deputy, City Attorney

4/12/2021
Date