

February 2023

Water

**Letter of Agreement****The parties to this Letter of Agreement are the City of Portland (City) on behalf of the Portland Water Bureau (PWB) and AFSCME Local 189.**

## AGREEMENT

This Letter of Agreement outlines the terms and conditions for the bureau's transition to the Water Distribution Worker (WDW) classification and employee movement into the classification.

1. No current employee shall be required to move to the WDW classification as a requirement to maintain their employment in the PWB.
2. Any Automotive Equipment Operator (AEO) I, Utility Worker I & II's employed in the Maintenance & Construction division who has obtained journey status as a Utility Worker II will be afforded the opportunity to promote to Water Distribution Worker, subject to the terms of this agreement.
3. AEO I, Utility Worker I & II's employed in the Maintenance & Construction Division as of October 1, 2025 may elect to join the Water Distribution Worker (or Water Distribution Worker Trainee for existing Utility Worker II, Trainee) classification at any time prior to October 1, 2025 and the Bureau will request to reclassify the employee to the new classification when they become qualified and elect to join the new classification. Qualified employees as described above will be granted status into the Water Distribution Worker classification without a competitive process.
4. AEO I, Utility Worker I & II's employed within the Water Bureau who elect to promote to WDW will maintain seniority at the Journey date of Utility Worker II classification. The seniority date for employees moving into the WDW series from outside the Water Bureau will equate to the date the employee enter the WDW classification in the Water Bureau.
5. A current Water Bureau AEO I or Utility Worker II, who has achieved the top pay step within the AEO I or UW II classification shall be placed at the top step of the WDW pay range and their JCAD will reset.
6. Employees not at top step will be mapped to the to same level on the new scale as the employees' current level in the AEO I, Utility Worker I & II classifications and the employees will retain their current JCAD to determine the next step increase date.
7. Current City employees from outside the Water Bureau within the AEO1 and UWII classifications shall be placed into the WDW, Trainee classification at entry or will require Pay Equity to support placement above entry.
8. A Utility Worker II who was previously legaced into the Utility Worker II classification without acquiring a Commercial Driver's License will be eligible to join the new


classification (WDW) without meeting the Commercial Driver's License requirement.

9. The Utility Worker II, Apprentice Eligible list in existence as of March 1, 2022 may be used for the selection of Water Distribution Worker, Trainees until it is replaced.
10. Utility Worker, Apprentices hired after December 1, 2021 will be reclassified to Water Distribution Worker, Trainee.
11. AEO I's employed within the Water Bureau as of March 1, 2020 shall maintain first right of refusal for any bid opening that is a result of an AEO I vacancy.
12. AEO I's employed within the Water Bureau as of March 1, 2022 shall be eligible to bid on the work location of any open WDW opportunity and bids will be awarded based on seniority as defined in the Labor Agreement. If there are already two (2) AEO I's in the work unit where the WDW bid is open, the City may decline to select an AEO I who bids on that opportunity. An AEO I who wins the bid will remain an AEO I and be moved to the new work location. Nothing in this agreement shall limit the City's utilization of the 25% rule outlined in Article 12.3.
13. A WDW leading a crew will receive an upgrade to WOM if the work involved requires equipment and an excavation greater than 24" in depth.
14. A WDW leading a crew for all paving operations will be upgraded to Street Maintenance Crew Leader.
15. E-crew and urgent responder duties shall remain the work of WOM. This is not intended to limit the Bureau from upgrading a WDW if a response is required.
16. When a planned overtime, emergency overtime, or standby opportunity callout requires the use of the general callout list or equivalent for operators of equipment with two or more rear axles, personnel in the Automotive Equipment Operator I classification employed prior to March 1, 2022 will be offered the OT before Water Distribution Worker.
17. When a planned overtime, emergency overtime, or standby opportunity callout requires the use of the general callout list or equivalent for ground personnel to assist in the completion of the job and both a journey Utility Worker II and a journey Water Distribution Worker would be qualified to do the work, a blended list of both classifications will be used for the purpose of overtime equalization.
18. ***Execution and Effective Date.*** In Witness of the above, this Agreement is executed on the dates indicated below with an Effective Date of June 1, 2022, to align with the date Ordinance 190846 Create new Water Distribution Worker classifications passed by Council.

For the City:

For AFSCME Local 189

DocuSigned by:  
*Gabriel Solmer* 2/24/2023  
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 Gabriel Solmer Date  
 Bureau Director  
 Portland Water Bureau

DocuSigned by:  
 2/24/2023  
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 Bao Nguyen Date  
 Council Representative

DocuSigned by:  
*Cathy Bless* 2/24/2023  
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303A109537BD41A...  
 Cathy Bless Date  
 Chief Human Resource Officer  
 Portland Bureau of Human Resources

Approved as to Form:  
 DocuSigned by:  
*Matthew Farley* 2/24/2023  
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 Matthew Farley Date  
 Senior Deputy City Attorney