

MEMORANDUM OF AGREEMENT

The parties to this Memorandum of Agreement are the City of Portland (City) on behalf of the Bureau of Water Works (Bureau) and AFSCME Local 189 (Union).

Background

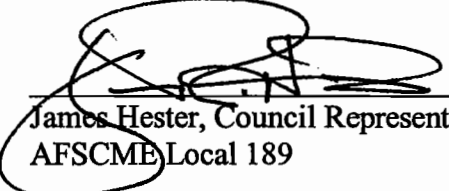
Bureau of Water Works employees assigned to the Sandy River crew and specified Water Security Specialists are trained in wild land fire fighting, and are required to fight such fires if they breakout on Bureau property. The Bureau of Water Works requires these employees to wear footwear meeting National Fire Protection Association specifications while fighting fires. Because of this, the Bureau employees assigned to this function will be provided appropriate footwear for the sole purpose of fighting wild land fires.

Agreement


This footwear will be provided under the following conditions:

- Footwear must meet the current specifications established by the National Fire Protection Association.
- Footwear will be cared for and maintained by the individual employee and stored by each with their fire gear. Such footwear is to be worn when fighting wild land fires on Bureau of Water Works property or at the direction of Bureau Management, and is not for personal use.
- Footwear will be replaced for an employee only after his or her footwear have been inspected for wear and replacement authorized by their Supervisor.
- The purchase process and records maintenance will follow established Water Bureau guidelines.

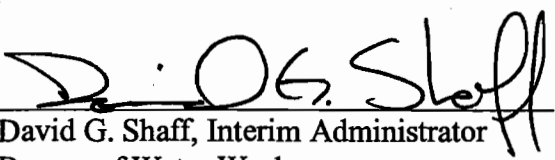
This Memorandum of Agreement will remain in effect unless either party elects to terminate it by giving thirty (30) days written notice to the other party.


James Hester, Council Representative
AFSCME Local 189

8/24/05
date


Yvonne L. Deckard, Director
Bureau of Human Resources

8/25/05
date


David G. Shaff, Interim Administrator
Bureau of Water Works

8.22.2005
date

179621

Approved as to Form:

Catherine Riffe
Catherine Riffe, Deputy City Attorney

8-18-05
date