

**LETTER OF AGREEMENT Laborers International Union of North America (LiUNA)
Local 483 and the City of Portland Regular Park Rangers**

The parties to this Letter of Agreement (LOA) are Laborers International Union of North America (LiUNA) Local 483 (LL483) and the City of Portland (CoP). On May 20th, 2014 the employees in the Park Ranger classification who have regular appointments were certified by the Employment Relations Board as exclusively represented by LL483 under the District Council of Trade Unions (DCTU) Collective Bargaining Agreement. With respect to Regular Park Rangers, the terms and conditions of the Portland City Laborers contract do not apply unless specifically outlined below.

Preamble Applies.

1. Recognition applies as indicated except:
 - ~~1.1.1 Probationary period is 9 months from the date of hire.~~
2. Union Security applies.
3. Dues Check-Off applies.
4. Management Rights applies.
5. Productivity applies.
6. Job Security and Outside Contracting applies.
7. Work Schedules and Workweeks applies.
8. Shifts applies as indicated except :
 - 8.7 Park Rangers shall be on call for duty during their lunch periods and shall be provided a thirty (30) minute lunch period on the City's time.
9. Overtime applies ~~as indicated~~ except:
 - ~~9.2 Employees are not eligible for Compensatory Time in lieu of pay at the applicable overtime rate.~~
10. Reporting Pay and Minimum Pay applies.
11. Working Out of Classification applies.
12. Seniority applies as indicated except:
 - ~~12.2 Employees shall not be able to bid reporting locations or new job locations~~
 - 12.3 A seniority based shift and reporting location bid will be held once annually. The process for this bid shall be mutually agreed upon by the City and Union with input from Rangers and Ranger managers.
13. Promotion applies
14. Layoff/Recall applies
15. Holidays applies.
16. Vacation applies.
17. Health and Life Insurance applies.
18. Sick Leave applies.
19. Family and Medical Leave applies.
20. Leaves of Absence applies.
21. Jury Duty and Witness Pay applies.
22. Safety-Sanitation applies as indicated except:

22.13.1 Does not apply.

23. Union Representation applies.
24. Payday applies.
25. Strikes and Walkouts Barred applies.
26. Maintenance of Standards applies.
27. Wage Scales applies.
28. Recoupment of Overpayment/Underpayment applies.
29. Tools applies.
30. Clothing applies except 30.1. Current practice for work clothing is stated below.
31. Unemployment Compensation applies.
32. Training, Schools and Conventions applies.
33. Evaluations/Counseling applies.
34. Discipline and Discharge applies.
35. Grievance Procedure applies
36. Warranty of Authority applies.
37. Savings Clause applies.
38. Effective Date and Duration applies.

Schedule A applies.

Job #	Job Title	EN	M6	Y1	Y2	Y3	Y4
30001709	Park Ranger	\$20.01	\$21.80	\$22.90	\$24.05	\$25.24	\$26.52

Schedule B. [applies.](#) ~~does not apply.~~

Current Practice for Uniforms/Clothing:

Rangers are issued ~~four two (42)~~ [four two \(42\)](#) shirts (at least ~~two one~~ [two one](#) being short sleeve), ~~five three (53)~~ [five three \(53\)](#) pants (at least ~~two one~~ [two one](#) being long leg pants and ~~two one~~ [two one](#) being shorts), and one (1) jacket. If assigned to work in inclement weather such as in winter, additional uniform items will be issued. [If a uniform is not provided within 2 weeks of hire date employees may purchase their own uniform with city resources, or be remunerated for uniform purchases up to \\$1000.00](#)

In addition, Rangers must purchase or provide their own footwear and their own belt. Footwear must be sturdy, closed toed and suitable for hiking in densely forested areas. Belts must be a dark neutral color to match as closely as possible the color of the Ranger's footwear (e.g. brown boots would require a brown belt) and at least one (1) inch in width. Rangers will wear their shirts tucked in and buttoned to the second button; pants will be belted. Rangers are expected to keep their uniforms clean, in good repair and worn properly. Any part of the uniform that becomes worn or damaged will be repaired or replaced as necessary by the Park Rangers. Rangers are not permitted to wear any items of clothing or decorations that are not department issued without the express permission of the Supervisor. Rangers are required to wear the Ranger uniform while performing work as a Park Ranger, unless otherwise authorized.

Union Proposal
PCL Successor Negotiations
09/08/22

All items of equipment and clothing that are issued must be returned by an employee's last day of work.