

# Letter of Agreement regarding Hearings Officers

The parties to this Letter of Agreement (LOA) are the City of Portland (City); the City of Portland Professional Workers Union (CPPW); and the American Federation of State, County and Municipal Employees, Local 189 (AFSCME) representing employees in the Auditor's Office (AFSCME-Auditor).

## Background

1. The City and AFSCME-Auditor are parties to a collective bargaining agreement (CBA) effective July 1, 2022 through June 30, 2025.
2. CPPW is a newly organized union that does not have a CBA and is therefore under status quo.
3. The City's Hearings Office conducts impartial administrative hearings and renders decisions in various administrative matters.
4. Under the City organization, the Hearings Office is within the Office of Management and Finance (OMF). Prior to moving to OMF, the Hearings Office was within the organizational structure of the Auditor's Office.
5. The Auditor's Office and other City offices are interested in moving the Hearings Office back into the organizational structure of the Auditor's Office.
6. Of the employees within the Hearings Office, two are represented by CPPW and two are represented by AFSCME-DCTU.
7. Employees within the Auditor's Office are represented by AFSCME-Auditor.
8. For consistency within the Auditor's Office and for the represented Hearings Office employees, the Parties to this agreement are interested in moving the represented employees in the Hearings Office into the AFSCME-Auditor bargaining unit no later than when the Hearings Office moves to the Auditor's Office.

## Agreement

The Parties agree as follows:

1. "Move Date" means July 1, 2024 or the date that the Hearings Office moves from its current organizational placement within the Office of Management and Finance to the Auditor's Office, whichever is sooner. The Auditor and City have sole discretion to determine the Move Date.
2. CPPW and AFSCME-Auditor agree that the two bargaining unit positions represented by CPPW who work in the Hearings Office shall become part of the AFSCME-Auditor bargaining unit and shall no longer be part of the CPPW bargaining unit as of the Move Date.

3. AFSCME-Auditor and the City agree that the terms and conditions of employment agreed to in the Letter of Agreement regarding Hearings Office Move shall apply as of the Move Date.
4. This Agreement shall be in effect once all signatories have executed it and after approval and authorization for the agreement from City Council.

FOR THE CITY:

\_\_\_\_\_  
 Simone Rede Date  
 Auditor

\_\_\_\_\_  
 Tracy Warren Date  
 Acting BHR Director  
 Approved as to Form

\_\_\_\_\_  
 Heidi Brown Date  
 Chief Deputy City Attorney

FOR CPPW:

*Kari Koch* 3/19/2024  
 \_\_\_\_\_  
 Kari Koch Date  
 CPPW

FOR AFSCME-AUDITOR:

*Rob Martineau* 3/12/2024  
 \_\_\_\_\_  
 Rob Martineau Date  
 AFSCME-Auditor