City of Portland/CPPW Bargaining – City Proposal – 6/27/2024

**Individual Rights and Compliance with External Law**

State and federal law create certain individual rights for employees of the City, including but not limited to the right to take a leave of absence for various reasons, the right to reasonable accommodations for individuals with disabilities, and the right to freedom of speech and expression.

The City is committed to complying with its obligations to individual employees under federal and state law. This Collective Bargaining Agreement sets the terms and conditions of employment for employees in the bargaining unit and creates rights that are in addition to the individual statutory rights of City employees under state and federal law. The Union is welcome to raise concerns about the City’s compliance with its obligations under state and federal law, but those obligations are not incorporated into this Collective Bargaining agreement and are not subject to the grievance procedure.