


**Letter of Understanding
Between
AGC- Oregon Columbia Chapter
And
International Union of Operating Engineers Local No. 701**

Dated: December 17, 2013

It is hereby agreed and understood between the parties above mentioned that:

- I. City of Portland, Oregon Sick Leave Ordinance
 - a. The parties agree that the collective bargaining agreement requires contributions by the Employer to a vacation account, in the name of a construction trade union employee that the employee may cash out or use for any purpose, including purposes covered by the City of Portland Sick Leave Ordinance.
 - b. As the contract in place between Association and Local No. 701 grants each employee paid time off equivalent or greater than the requirements of Portland, Oregon Protected Sick Time Ordinance, effective January 1, 2014 (see City of Portland Ordinance, Code §§ 9.01.010 *et seq.*), the contract between Association and Local No. 701 is in compliance with the Protected Sick Time Ordinance.
 - c. Union & Association hereby agree that the contract is in compliance with the Portland, Oregon Protected Sick Time Ordinance, and waive any right of action under the ordinance.
 - d. Union & Association hereby agree to resolve any disputes involving paid time off through the process and procedure set forth in Article 9 of the Master Labor Agreement.
- II. City of Portland, Oregon Equivalent Employee Benefits
 - a. In compliance with Portland, Oregon Equal Benefits Ordinance (Ordinance No. 180077, Code §§ 3.100.050-3,100.056), any and all benefits provided under this contract to any employee's spouse shall be equally or equivalently provided to any employee's domestic partner.
 - b. The contract shall not discriminate against any employee or an employee's spouse or domestic partner regarding employee benefits.

AGREED BY:


FOR: AGC-Oregon Columbia Chapter


FOR: IUOE Local No. 701