Memorandum of Agreement
Between
AFSCME Local 1373 CEBA
And the
City of Portland

COVID 19 Pandemic

In light of the declared civil emergency as a result of the COVID 19 Pandemic, the AFSCME Local 1373 CEBA (Union) and the City of Portland (City) hereby agree as follows:

1. The parties understand that due to the extraordinary circumstances caused by COVID 19 and the potential impact of this emergency upon City employees working at the City shelters, the Barron Center Long Term Care facility as well as other facilities throughout the City that deal with the health of Portland residents and who are required to continue to work at these facilities during this health emergency, additional compensation is in order for the time these employees actually perform work.

2. The parties agree that effective the pay week starting April 12, 2020, as a result of this emergency, these employees shall receive the incentive pay stipend as described below for each hour of actual work performed at these above referenced facilities during this emergency.

3. The parties agree that the incentive pay stipend provided by this agreement will not be paid for any paid leave time, holiday pay, or any other time these employees are not actively engaged at work in these facilities.

4. These incentive pay stipends will be paid at the discretion of the City Manager based on COVID 19 conditions in Maine and with consideration of the overall health of the City budget. The union recognizes that a change in the hourly rates to the previous level may occur quickly and with only a minimal amount of notice. The City Manager, or his designee, will make every effort to provide both the union and its members with as much notice as possible regarding the return to the regular hourly rates of pay.

5. Attached to this memo is a list of all CEBA employees who are eligible for the following incentive pay stipends:
   Tier 1 – two dollars ($2.00) per hour
   Tier 2 – one dollar ($1.00) per hour

The parties understand that the stipends may end at the discretion of the City Manager based on consideration of the health of the City's budget overall. The stipends may also end if other federal or state wage incentives are implemented in the future which replaces the City stipends.
Agreed to by:

Thomas A. Caiazzo  
City of Portland

4-16-2020

AFSCME Council 93

AFSCME Local 1373 Unit Chair

Date

Date

Date

Cc:  Kristen Dow – Director of Health and Human Services  
     Gina Tapp – Human Resources Director  
     Thomas Caiazzo – Deputy Director Human Resources