Memorandum of Agreement
Between
AFSCME Local 481-07 Supervisors
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 481-07 Supervisors (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 who work at facilities where employees could be directly impacted by the COVID 19 virus 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. Any unit members who are assigned to the special cleaning detail crew will receive the two dollar ($2.00) per hour stipend only for actual hours worked for the hazardous cleaning detail, not for all hours worked.

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 replace the City stipends.

Agreed to by:

[Signature]
Thomas A. Champagne
City of Portland
4-22-2020
Date

[Signature]
AFSCME Council 93
4-24-2020
Date

[Signature]
AFSCME Local 481-07 Unit Chair
4-24-2020
Date

Cc: Sally Deluca – Director of Parks, Rec & Facilities Management
Gina Tapp – Human Resources Director