

Memorandum of Agreement

Between

The Port of Portland ("Employer") and the District Council of Trade Unions ("Unions")

WHEREAS, the Employer and the Unions agree that errors were inadvertently made in Section 21.09—Bereavement Leave of the Nov. 9, 2023 corrected DocuSign version of the 2023-2027 Port-DCTU PDX Maintenance Collective Bargaining Agreement (CBA); and

WHEREAS, the Employer and the Unions agree that said errors did not reflect the intent of the parties in bargaining the referenced CBA; and

WHEREAS, the Employer and the Unions agree that said errors will be changed as follows to correct them and accurately reflect the position of the parties under the referenced CBA;

NOW, THEREFORE, the following changes will be made to the 2023-2027 Port-DCTU PDX Maintenance CBA to reflect the position of the parties at the conclusion of negotiations on that Agreement:

- In the second paragraph of Section 21.09—Bereavement Leave, "...a maximum of up to **forty (40) hours** of leave will be granted to allow for travel time." will be changed to "...a maximum of up to **five (5) days** of leave will be granted to allow for travel time."
- In the second paragraph of Section 21.09—Bereavement Leave, the last sentence "All paid bereavement leave runs concurrently with leave granted under OFLA." will be struck. While the statement is accurate, it was not agreed by the parties to add it during the negotiations.
- In the third paragraph of Section 21.09—Bereavement Leave, the phrase "...after the applicable **twenty-four (24) to forty (40) hours** of bereavement leave,..." will be changed to "after the applicable **three (3) to five (5) days** of bereavement leave,..."

With the implementation of these changes, Section 21.09—Bereavement Leave will reflect the will of the parties regarding this section at the conclusion of bargaining the current CBA.

Effective this 24th of April, 2025.

For the Port:

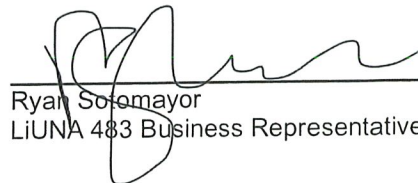


Blaise Lamphier
Labor Relations Manager

For the Unions:



Nick Mitchell
IBEW 48 Business Representative



Ryan Sotomayor
LiUNA 483 Business Representative