

Letter of Agreement  
Between  
Oregon AFSCME/AFSCME Local 2067 and the City of Salem  
March 22, 2021

The City of Salem and Oregon AFSCME/AFSCME Local 2067 agree to implement the following agreement upon signing and this agreement will remain in place until a new collective bargaining agreement is ratified.

1. City management will make every reasonable effort to provide safe working conditions for all employees.
2. Employees assigned to Wallace Park and Cascade Park will be allowed to work in groups of six until it is mutually agreed between Management and Union that the risk to City employees has been sufficiently reduced.
3. Upon receiving a report of death threats or use of weapons against a City employee, City Management will ensure that contact information for EAP is provided both verbally and in writing to that employee.
4. The City will accept and process group or “class action” grievances related to violations or alleged violations of Article 14: Working Conditions of the current Collective Bargaining Agreement.
5. When an employee or Union staff notifies the supervisor or designee that they believe a work assignment will cause an immediate danger to themselves or the public, that supervisor or designee will conduct a review of the situation before instructing that employee to continue with that assignment. The employee will not suffer a loss of pay while this review is conducted. The City will provide a summary of the review upon request.
6. Any report or notice employees make to management, verbal or written, that they have been threatened while performing their work duties as assigned, will be provided by management to Human Resources and the Union within two working days.
7. Employees assigned to use power equipment will be provided adequate hands-on training to use that power equipment safely and properly before operating it on their own. This hands-on training applies to all power equipment whether it is owned or rented by the City.
8. Employees will not be assigned to work in or near contractors’ improperly designated work zone or in areas that are not properly flagged. Employees performing field work will be provided safety training that includes PPE requirements such as but not limited to hardhats and safety face shields.
9. Employees assigned to clean up areas that include used needles, vermin infestation, body fluids and human waste will be provided the proper training prior to performing these tasks.

For the City Name & Date

For AFSCME Name & Date

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