

**LETTER OF AGREEMENT
between
Portland Public Schools
And
Service Employees International Union -Local 503
2024 - Snow Days- Use of Leave**

The following represents the terms of an agreement between Portland Public Schools (the District) and the Service Employees International Union (Union) regarding inclement weather in January 2024.

Background

1. The District was closed for snow on January 16-19 (“the snow days”).
2. Under the parties 2022-2023 CBA that was effective during the snow days, Nutrition Service employees do not work on snow days and are not paid on snow days.
3. As a result of the snow days, Nutrition Service workers’ paycheck would be reduced for the month of February.
4. Each school year, Nutrition Service workers may take up to three (3) Emergency Leave or Personal Business days (emergency days), without loss of pay, on days they are scheduled for work.
5. Under the parties 2022-2023 CBA that was effective during the snow days, Nutrition Service workers are not contractually allowed to use their emergency days on snow days because they are not scheduled to work.
6. The Nutrition Services budget is self-funded, and usually has only sufficient funds to pay for workers when food is served and funds are collected.

Agreement


The parties agree to the following:

1. All Nutrition Service workers will have any remaining Emergency Leave or Personal Business days paid for the snow days.
2. This agreement does not set a precedent in any manner and will not be used by either party for any purpose other than enforcing this agreement.
3. The District will pay out any leave balances for the snow days in the February paycheck.
4. This agreement is contingent on the approval by the District's Board Education.

For the District:

Signed: *Genevieve Rough*
 Name/Title: Senior Director, Employee & Labor Relations
 Date: 1/31/2024

For SEIU:

Signed: 
 Name/Title: Chair
 Date: 1/25/2024