



Summary of the City's Proposed Changes



The GOOD

There are parts of the City's proposal that the Bargaining Team was asking for and agree with:

Rehired Retirees- We've added language that will allow City employees to return to work for 30 days after retirement to bridge the gap between receiving the last paycheck from the City, and the first paycheck from PERS.

Essential Employees- Employees who work during a weather event will be given a deferred holiday to use at a later date.

Sick Leave- We eliminated the language defining sick leave abuse as "above the City-wide average" or when 25% of absences are in conjunction with "prime days" (Friday, Saturday, or Sunday). These standards were arbitrary and did little to address actual sick leave abuse. In the future, the City will have to prove they have just cause to discipline an employee for misusing sick leave.

Clothing- We increased the clothing allowance from \$150 to \$250. In the future, it will be an allowance instead of a reimbursement, which means it will be considered taxable income. However, you will no longer have to provide receipts - you will simply be issued a \$250 check.

Schedule A, Cost of Living Adjustment (COLA) - It's retroactive to July 1, and it's 2.2%. There is nothing not to like about the Cost of Living adjustment, other than it's not enough.

Schedule A, Premiums- We've moved to basing the premiums on a percentage of wage instead of a dollar per hour. This will provide for annual increases based on the COLA. We've also added a few premiums for Accountants and Police employees.

The BAD

There are some things that we find really concerning:

Recruitment Incentives- The City is proposing that they be permitted to hire new employees above the entry rate and provide them with extra vacation. Not only do we believe that this is unfair to employees that may see a newly hired employee make more per hour, but we feel that this will impair our ability to negotiate increases for underpaid classifications. As it stands now, the City will only provide increases when there is evidence that the classification is paid less than other, comparable classifications at comparable employers AND there is a "recruitment need."

Work Out of Class/Promotions- The City's language allows the City to pick whomever they wish to work out of class, instead of having to look to the eligible list. It goes on to remove the requirement for the City to promote from the eligible prior to hiring new employees to fill promotional vacancies. We believe that these changes will result in less opportunity for our members to advance within their careers and a likely consequence will be more nepotism, favoritism and cronyism. We believe that this is a huge blow to any employee that may be seeking a promotion at some point in their career.

Health Insurance- We've reluctantly agreed to the City's penalty-only approach for requiring an annual "preventative health screening." However, the City is using the City Council's endorsement of this model of health insurance to rewrite the entire health insurance article. The City's proposal drastically changes how eligibility is determined. We are not sure what "working their regularly scheduled hours" is going to mean. Currently you

become eligible when you start your employment, and remain eligible until the last day of the month that you separate or enter a non-paid leave. Under this language, continuation of insurance is based on the employee "working their regularly scheduled hours." Elsewhere in the agreement, "hours worked" refers only to those hours that the employee is actually working, and does not include vacation or sick time. Although we don't believe it is the City's intent, the language in the proposal could be interpreted to exclude vacation and sick leave time for the purposes of benefits eligibility.

The UGLY

Finally, there are some things within the City's offer that are a mixed bag of positive items tied to a demand for a concession:

Shifts- It's been 20 years since we updated the shift differentials, and the City has agreed to increase the amounts and index them to inflation. However, they are proposing to change the times which shift differentials are paid. Under the City's proposal, many employees will lose their shift differential. Further, day shift may start as early as 5:00 a.m.

Drug Testing- We all agree that employees should not report to work under the influence. The City's drug policy only deals with intoxication at work, and not with an employee's personal time: "While the City of Portland has no intention of interfering with the private lives of employees, the City expects its employees to report to work in a condition to perform their duties in a safe, effective and efficient manner." Based on this, we have reluctantly agreed to allow reasonable suspicion testing, provided we could address a couple of issues. We were able to secure language that specifically stated that a positive test for marijuana by urinalysis is not conclusive evidence of intoxication at the time of the test. However, the City is insistent that an employee's right to a Union steward be limited to 15 minutes. Our proposal is to maintain whatever rights an employee possesses.

Longevity Pay – The City is placing some money on the table and that is usually a good thing. In this case, we are seeking an increase for all employees, not just those that have been at the City for 10 years or more. Our position has been that the City of Portland and the surrounding metropolitan area is becoming too expensive for our members to live in. The employees that need help the most, are those that are newer to the City.

Selective Increases – The City is proposing a number of selective increases that are long overdue. However, they are also leaving off some that are vitally important. The City's own market study from 2013 showed employees in the Code Enforcement Classification, and the classes benchmarked to it, as 10% underpaid. Parking Enforcement Officers have seen their work increase in complexity over the years, and should receive an increase. The list of classifications left off, is long. Please see our selective increase sheet for more information.

Schedule A , Premiums – There are a few premiums that are being left off that need to be addressed. The City is refusing to add Electrical Inspectors to the premium for Electricians working on live equipment. The City is also refusing to add a language differential or provide any premium for office support staff.

Based on all of the above, the Bargaining Team is recommending a "NO" vote. We can do better, and urge you to send a message to the City: Give us a fair contract!