



Tentative Agreement FAQs



How much will I be making under this new agreement?

Please see the new Schedule A. Everyone covered by this agreement will see at least a 3.85% (2.2% from the COLA based on the CPI, and a 1.65% across the board increase) this year, with almost 400 employees receiving targeted wage increases beyond that. In 2018 and 2019, all employees will receive a COLA based on the CPI.

Will we get paid retroactively?

Yes. Some Police Bureau classifications will be retroactive to July 1st, 2015. This is because the Union filed and won an Unfair Labor Practice Charge against the City which ordered the City to re-bargain the \$15 minimum wage enacted by City Council on July 1st, 2015. Everyone else will get retroactive pay effective July 1, 2017.

Why didn't my classification receive a selective or "targeted wage increase"?

Initially, the City reluctantly provided selective increases to a limited number of classifications based on their perception of recruitment and retention needs. We pushed long and hard to significantly expand that list of classifications, and near the end of bargaining, they did expand the list to a number of classifications beyond their earlier proposals.

In the end, we were able to achieve an increase for everyone not otherwise receiving a selective increase (see next question). This was important to us because many of our lowest paid DCTU workers will now benefit from an increase, whereas the City's proposal would have created haves and have-nots.

Why did we exchange a 2% longevity pay increase for a 1.65% wage increase for all workers not already receiving a selective?

The City's longevity pay proposal would have benefited workers who had at least 10 years of continuous service with the City. Most of these workers already make more than the newest, lower-paid employees in the same classifications because they are at higher steps.

We were able to convince the City to use the money it had proposed for the longevity increase for an increase for everyone not otherwise receiving a selective. It was important to us that everyone benefit financially from this agreement. This will help the lowest paid employees who would not otherwise receive a salary increase beyond just COLA.

When will be seeing the raises and retro checks?

It takes some time for HR to enter the payroll changes. Raises and retro checks are likely to come sometime in January, but may be as late as February. Any delay in receiving the raise will be reflected in the retro check.

What else did we get with this contract?

- Essential employees will receive a deferred holiday when they work during a City closure due to inclement weather.

- Retiring employees will all have the option of working 30 days after their retirement to bridge the gap between their last pay check and their first PERS check.
- Creation of a “Professional Development Fund” to provide additional resources for employees to develop in their careers.
- Increase in Clothing Allowance and Tool Allowance.
- Changed premium pay from a flat dollar amount to a percentage based amount resulting in an increase in the amount paid, and allowing the premiums to grow with inflation.
- Added new premiums for Accountant III and IV, Police ID Techs, and Police Records classifications.

The agreement says that I have to have a “preventive health care exam” before December 31st or my contribution to the health care premium will double. What are we doing to make sure everyone qualifies for the 95%/5% premium split?

Employees that have had a preventative health care screening at any time in the last two years have already met the requirement. As of mid-October, 75% of the DCTU has met this requirement. If you have not had a preventive health care screening and are unable to schedule one prior to December 31st, the City is conducting “pop-up” clinics through the month of December. You will be allowed up to 2 hours of City paid time to visit a one of these clinics. However, a visit to a “pop-up” clinic will only provide you with the 95%/5% premium split for one year.

What is considered a “preventative health care” visit?

Basically, it is a routine health care appointment. The City’s definition of “preventive health care” exam is based on the Affordable Care Act. If you had a visit to your primary care doctor and did not pay the co-pay, you have met the standard. In addition to a routine care appointment, follow up appointments for chronic conditions such as asthma, diabetes, heart conditions, high blood pressure, cancer, etc., count for a preventative health care visit that will preserve your current health care premium split, where you pay 5% and the City pays 95%. What doesn’t count are visits for acute issues, such as the common cold or flu.

How do I find out if I have had a “preventative health care visit?”

Moda participants can reach out to the Moda Member Health Advocate at 855-466-6340 or via email at cityadvocate@modahealth.com. Moda will be sending letters to employees letting them know whether they’ve met the preventive care initiative. Those who have not will also receive a telephone call from the Health Advocate providing them resources to be successful.

Kaiser participants must complete an authorization form which allows Kaiser to begin notifying participants of their status and also allows Kaiser to notify our office in advance of open enrollment. These forms are returned to the City’s office via scan/email benefits@portlandoregon.gov, interoffice 106/404 or faxed to 823-3522. The authorization form does not have the same 12/31/17 deadline and our office will continue to accept these into the next calendar year. The www.kp.org website allows employees to access their medical records and look to see when they have been to their provider. If there is any doubt, please go to one of the “pop-up” clinics. Finally, Kaiser medical assistants will be calling participants who have not met the initiative to help them schedule an appointment before December 31st.

When and where are these “pop-up” clinics?

Schedules have been e-mailed to employees. You can also find the schedule at the City’s Benefits web page, here:

<https://www.portlandoregon.gov/bhr/article/661033><https://www.portlandoregon.gov/bhr/article/661033>

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What’s next? What’s the timeline?

All members in good standing of the DCTU will be able to vote on ratification of the Tentative Agreement. If the members vote to ratify the Tentative Agreement, then City Council will next vote on ratification. If City Council votes to ratify the contract, then the new contract will be in effect retroactive to July 1st, 2017 and last through June 30th, 2020.

What happens if we vote YES?

If a majority of the DCTU votes yes, then we will ratify the contract and the offer you have will become the new agreement.

What happens if we vote NO?

If we vote no, then the agreement will not be ratified and we will ask to continue negotiations with the City. At this point, there is no legal obligation to continue bargaining. The State Mediator, as well as the Unions of the DCTU, will continue to pressure the City to meet and reach an agreement that is acceptable, but we strongly believe that this is the best agreement we can negotiate without engaging in a strike.

Why is the bargaining team recommending this offer?

Above all, we feel that it is the appropriate time for the membership to make a decision regarding what we were able to negotiate. We bargained hard and pushed the City beyond what they wanted to give. The bargaining team heard a clear message from management’s bargaining team, and from the elected officials, that this offer was as much as they could give. It was the assessment of the DCTU’s bargaining team that this was as much as we were going to get without engaging in a strike. The bargaining team seriously considered striking, and concluded that we are likely to see minimal (if any) improvements by taking that course.