

COPPEA / PTE 17

April 5th 2016

Rachel Opens Meeting 12:06

INTRODUCTIONS

TRAINING

Trainings have been tentatively scheduled. Emails will be coming out from Nikola Davidson.

The Frederich's Supreme Court Case Trainings are now more of a general Right to Work training: All Stewards are requested to attend on 4/26 12 noon@ City Hall Lovejoy Room - Stewards training.

Additional trainings for the general membership will be held:

May 17 @ Interstate

May 18 AM @ WPCL

May 18 PM @ Fir Creek

Stewards that can't attend on 4/26 may attend one of the other sessions.

Previous trainings have included: Know your contract, know your rights. Weingarten Rights. Discipline process.

Recommendations for additional trainings:

- An overview of what a union can do. How does the union work? Like meet your union, or Union 101. It's been a while since new steward training has happened - 2014.
- Understanding the structure of HR and the bureaus. Getting to know the resources within the bureaus. Consider partnering with HR. Gerry Verhoef noted that unions were supposed to be included in the HR orientation for new employees. Amy and Rachel will follow-up with Anna Kanwit.

Priscilla reminded Amy and Rachel to also follow-up on the Deep classification questions - may be a contract issue.

Frederich's background and summary: Right to Work (not paying union dues but getting benefits). Justice Scalia's death has changed the direction a bit. Supreme Court is 4-4. A decision was made in the 70's on the same topic. In the short term, we have a reprieve. We aren't going to be in a situation where no one pays union dues, but still must be represented. Bad news: A few groups have put together Right to Work ballot initiatives. They were quiet while waiting for the Fredreich's decision, but they will most likely move forward. "There wasn't much reason to move forward, but now it's critical." was quoted from an initiative leader. Waiting on Oregon Supreme court for ballot titles.

Q - Higher court is 4-4 decision. Does that nullify the current case?

A - The case is resolved.

Q - Hasn't Right to Work come up for Oregon before?

A - SEIU had a ballot initiative for higher paid Nurses, Kitzhaber brokered a deal between the two and was able to move it off the table.

This is going to be an expensive ballot initiative fight. The best way to avoid this is to not sign the ballot initiative.

Q - Has PTE 17 come up with different language for "Right to Work?"

A - "Free Rider" has been the best term used.

LABOR MANAGEMENT BENEFITS COMMITTEE UPDATE

2016/2017 Plan design changes:

- \$150 per year - Night Guard in the dental plan.

DCTU - Increasing life insurance to \$50,000 from \$10,000 for consistency with other groups.

- Pharmacy Provider: Express Scripts (finalizing contract details). A benefit was cost savings that is being used to reduce Out of pocket costs to \$3000 from \$3500 for Single. Similar reductions for Couple and Family levels.

Rate increases are being covered by the City. This could change in the next plan design year.

Next Tuesday will be another LMBC meeting.

REPRESENTATIVE UPDATE

Grievance settlements:

- BDS 5 day suspension reduced to 3 day suspension. Member was happy with the outcome. BDS thoughtfully considered what COPPEA had represented. Set good precedent for future meetings.
- BES 2 day suspension reduced to written reprimand. Some issues the City could prove. Member got the 2 days paid back. Member was happy.
- BES Reclass Grievance. ISTA6 to PISA. Details about back pay and seniority are still being worked out.
- A few outstanding grievances in PBOT. Oral reprimands. Some concerns Amy would like to highlight for labor relations.

Reclass based on accretion of duties. Moved to a higher classification.

Q - Had the member requested a reclass?

A - The member did not go through the P4, but there were some informal conversations.

A member can take the initial steps to do a P4, but the Supervisor must support the P4.

Q - Can a supervisor or manager require a member to put together a P4?

A - Yes. Encourage the member to reach out to the union. This is something the manager should be doing, in a collaborative way.

Sometimes communication isn't clear from managers to prevent a grievance. Some things could be resolved at a lower level. Such as the oral reprimand, these could have been solved with a conversation with PTE17.

Q - If there were a conflict between employee and employer, and it escalated to legal action, would the union still be involved?

A - Depends. If it's a contract issue or discipline issue, the union would be involved. A member may use legal counsel. If something goes to arbitration, we have 3 appellate steps. One of the benefits of the union is there is an internal process for taking care of issues rather than dropping money on a lawyer.

PROFESSIONAL DEVELOPMENT FUND

Update on March 30th - 99% of the available funds have been spoken for. There is a \$123 leftover right now and there is a wait list of 20 people. Last year everyone on the wait list got the monies, but that is not a guarantee for this year. The wait list is for 2015/2016.

The PDF Committee is accepting requests for review for the 2016/2017 fund year. They will NOT fund until 2016/2017.

This is great because at our last bargain cycle, COPPEA asked for more money. The City declined because there hasn't been a need for increasing the fund. Now that we have utilized the funds by May it shows there is a need to increase the amounts.

CANDIDATE UPDATE

Candidates for Mayor and Open Commissioners Seats (Fritz and Novick)

Rachel, Elliott, Paul, and Amy met with 9 or 10 candidates.

The panel supported endorsements for: Fritz and Novick

The panel supports a co-endorsements for: Wheeler and Bailey

We are not offering money to candidates

If there are follow-up questions about candidates please follow-up with Rachel, Elliott, or Amy.

COPPEA CLIPS

Amy is having trouble getting fun member stories. If you have ideas, please contact Amy.

QUESTIONS / RUMOR MILL

Q - As a new member. What would he get for new member information?

A - A new member, a packet will be sent.

Nikola will be putting together a new member packet, and a steward will drop it off.

Meeting Adjourned - 12:54

Side Note: ACTION ITEM - AMY - Please bring a box of new member packets to the next Chapter meeting.