

# PTE Local 17 – COPPEA Chapter

## Monthly General Membership Meeting

### 8/1/17

- **Leadership Transitions** –

- Amy is being reassigned to the City of Seattle. She is honored to have worked with everyone in the COPPEA chapter. But she is excited to no longer be commuting almost weekly to Portland.
- This opened a vacancy for a new PTE 17 rep for the COPPEA chapter. Rachel Whiteside was offered and accepted this position. (Her last day employed by Portland is Wednesday, August 16th. And her first day with PTE 17 will be Monday, August 28th.)
- Amy is excited to have Rachel coming on board at PTE 17. And Rachel, while sad to leave the City, is excited that she will be able to work with more members around the City.
- With Rachel's departure, the COPPEA president position is open. Paul Cone will be filling this role as the interim president. Elections will be held Fall 2017 (traditionally this is in November).
- Members interested in an interim officer position should contact Paul or Rachel.
- Rachel will also be stepping down from the PTE 17 executive board.
- Amy will remain as the COPPEA rep until August 28<sup>th</sup>.

- **Bargaining Update**

- We are close to finishing. We may have a tentative agreement this Thursday (8/3/17). There is still one major issue to work out.
- Once we have a tentative agreement (TA), the proposed contract will be sent to members for ratification. The ratification vote and info sessions will be scheduled once we have a TA.
- We have made a lot of improvements with this contract and are better off than we were before.
- Big issues:
  - PDF: increased from \$150k to \$225k annually
  - Holidays:
    - Hour-per-hour holidays: if you normally work a 10-hour day, you will be paid for 10 hours (instead of having to use vacation, comp, or flex for the additional 2 hours)
    - Personal holidays: will be received after just 30 days of service (instead of 6 months)
    - Holiday pay with one day of unpaid status before or after the holiday, if approved in advance
    - Deferred holiday carry-over: increased to 5 days
    - Deferred holidays: if the holiday falls on a scheduled day off, you will get a deferred holiday that can be used as early as the next day after the holiday (instead of waiting until the next pay period).
  - Essential employees: deferred holiday time will be given to essential employees who work when the City is closed due to inclement weather or a natural disaster; deferred days are in addition to their regular pay
  - Sick leave:
    - Attendance incentive increased to 25%
    - Employees are eligible to use sick leave after 30 days of service (instead of 6 months)
  - Dependent care: increased from 40 hours to 104 hours
  - Selective wage increases: (details aren't finalized)
    - Associate Planner: 10%
    - Planner I: 10%
    - Planner II: 15%
    - Sr Planner: 7.5%

- These were the only classification that the City was willing to increase even though others were shown to be less than market rate. They decided to only address ones where they think there are recruitment and retention issues. Management and Council advocated for these classifications to be increased.
    - Class-comp study: Market wage analysis to be done starting in fiscal year 2019-2020. One hasn't been done for about 18 years, so this was really important to get in the contract.
    - Uniform allowance increase from \$100 to \$200 per year, and \$150 to \$250 if it wasn't used the year before.
    - Vacation leave: The City has proposed creating a work group to look at vacation leave after bargaining via a Memorandum of Understanding. Even though we presented the issue four months ago, the City didn't think they had enough time to address vacation leave, and also said they couldn't adjust vacation for just one bargaining unit. (The City's market analysis showed the costs to be minimal for our proposal.) The workgroup will look at this issue outside of bargaining and make it a broader conversation. Jurisdictions across the region have recognized the need for reasonable vacation leave understanding that it improves productivity. The City of Portland is way behind on this issue.
    - COLA:
      - City Council agreed to a 2.2% COLA for city employees for fiscal year starting 7/1/17.
      - If we reach a TA by Thurs, we've been promised the retro COLA. If we TA later, we may or may not get the full retro.
      - We are still fighting for an additional 1% more spread over 3 years. And we still have the 2% floor on the table.
    - Health Care language will be in the next contract: A 95%-5% split moving to a 90%-10% split if the employee doesn't have a preventative exam at least every 2 years.
  - Questions? Contact Amy Bowles (800-783-0017 ext. 118 or [amy@pte17.org](mailto:amy@pte17.org)), the lead negotiator, or the team members who are listed on the PTE 17 - COPPEA chapter website ([www.pte17.org/coppea](http://www.pte17.org/coppea)).
- **Rep Report**
  - We are organizing to bring new classification into PTE 17 – Programs Specialists and Assistant Program Specialists: two info sessions are scheduled for next week. The postcard notices were passed around for viewing. A classification with just one position (Noise Control Officer) will go through the process of joining PTE 17 this month.
- **Legislature**
  - PERS update
    - Cost containment (a.k.a. cut to PERS) is still being looked at.
    - It is frustrating that public employees are asked to shoulder the burden of the state's budget problems.
    - The legislature is looking at IAP, privatizing pieces of state government, etc.
    - They are unlikely to come to agreement in the short session, but may try to figure it out in the fall.
  - Labor Wins:
    - Fair Scheduling
    - Increased project cost ceiling for in-house work from \$125k to \$200 (except for road work). As a trade-off, the requirements were increased to justify that a project is cheaper in-house if the costs are above \$250.
  - Questions? Contact Elliot ([elliott@pte17.org](mailto:elliott@pte17.org)).
- **Next member meeting**: City Hall, Lovejoy Room, at noon on 9/5/17.