

PTE 17 – COPPEA Chapter

Monthly General Membership Meeting

2/7/17

- **Introductions** – Meeting began with a round of introductions.
- **Bargaining Update**
 - Amy Bowles (800-783-0017 ext. 118 or amy@pte17.org) is the lead negotiator and the other team members are listed on the PTE17 - COPPEA chapter website (www.pte17.org/coppea).
 - Bargaining began 1/12 with an introductory session. Second session was last Thursday (2/2). We'll meet every two weeks for now. If we go into May, we'll meet every week.
 - At the 2/2 bargaining meeting Amy disclosed the articles of the contract that we plan to bargain on. (We can only propose issues in the first three sessions.)
 - Amy shared the issues with the members. And a short discussion on the PDF followed.
 - The City also shared some issues they would like to see in the new contract at the bargaining meeting. These are mostly language changes. They include:
 - Council has directed HR to make the contract gender neutral.
 - In some places specific job classifications were removed in the last contract, the City wants to put these back in for clarity.
 - Incorporate the MOU on comp time maximums
 - The City would also like to change the requirements for probation extensions.
 - Cathy Bless, the Benefits Manager for the City, will present the City's health care proposal at the March 2 bargaining meeting. The bargaining team will share what they learned from this at the next membership meeting (3/7 in 1900 Building).
 - If you have questions you would like addressed at the March 2 presentation, please pass them to Amy or a bargaining team member.
 - Members were asked to help share information with other members because we don't have personal email addresses for everyone and bargaining updates won't go out over City email and won't be posted on the website.
 - Wages: the team needs a complete list of classifications that should be researched for wage adjustments by Feb 16. Please share with Amy and/or another bargaining team member.
- **Labor Management Benefits Committee**
 - Amy sits on the committee; Elliot is her backup and Paul regularly attends.
 - There is a meeting next week, Feb 14, in the Bull Run Conference Room on the 5th floor of the Portland Building 1-3pm. It is open to everyone.
 - The LMBC is where plan design changes happen; the contract is where the premium split is decided.
 - At the last LMBC meeting, they discussed:
 - Self-insured plan (City Core) experience
 - Medical rate inflation is low, but drug costs are going up quickly and fueling the rising health care costs.

- Preliminary Renewal Info; contractor is assisting with gathering this. Essentially the Kaiser vs City Core plan balances.
 - Adding a high deductible plan to the other split options.
 - Affordable Care Act changes with new administration.
 - BES has a pilot program at a couple sites to encourage healthy lifestyles. Depending on the outcomes, it may be expanded Bureau- then City-wide. More details will be available in March.
- **Union Rep Report**
 - Bargaining is the item Amy is spending most of her time on, but she is still meeting with members on issues so feel free to contact her.
 - During bargaining, Amy is trying to meet monthly with the commissioners and the mayor; upcoming meetings with Commissioners Fish, Saltzman, and Fritz
 - No current grievances
 - One was recently concluded when a written reprimand was removed from a member's file. By the terms of the contract, members have the right to ask for an oral or written reprimand to be removed from their file after a year if no other disciplinary action has been received (Article 21, Section 1, Part (e)).
- **Legislative Update**
 - The Oregon Legislative Session started on the 1st and runs until late June or early July.
 - A transportation package is likely, but they'll need to figure out how to pay for it.
 - There is a large deficit now that Measure 97 failed, which may mean they take another look at modifying PERS.
 - Not many other major labor-related issues being addressed this session.
- **Voluntary Retirement Incentive Program**
 - The Voluntary Retirement Incentive Program offered by the City requires that represented employees have their union authorize participation. Amy has authorized participation for PTE17 members.
- **Next member meeting:** Room 7a (1900 Building) on 3/7/17.