

PTE 17 – COPPEA Chapter

Monthly General Membership Meeting

1/3/17

- **Introductions** – Meeting began with a round of introductions.
- **Contract Bargaining**
 - Bargaining starts 1/12.
 - The PTE 17 bargaining team: Amy Bowles (800-783-0017 ext. 118 or amy@pte17.org) is the lead negotiator and the other team members are listed on the PTE 17 - COPPEA chapter website (www.pte17.org/coppea). The City's team was in last month's notes.
 - Subcommittees have been formed to address member concerns: PDF, COLA, Flex/Alternate/Telecommute, Leave, and Family Friendly. These topics were identified through the survey and member discussions. Wages issues are being addressed by whole team.
 - Please reach out to Amy, Rachel, or other bargaining team member if you would like to participate in a committee.
 - Survey Results: We won't be publishing the survey results but we're happy to discuss pieces with members.
 - Contract expires 6/30/17. If we don't have a new contract by then, we may not receive a COLA at the start of the next fiscal year.
 - Please help spread the word about bargaining! We don't have everyone's personal email addresses and there will be topics/discussions that we don't want to post online or send via city email. Discussions with colleagues may be the only way some people will get this information.
 - If you have concerns or questions about bargaining, the contract, etc., please contact Amy, a bargaining team member, or a PTE 17 steward.
- **Union Rep Report**
 - Assignments with new mayor and a new council member (info copied from OPB for notes):
 - Mayor Ted Wheeler:
 - Bureau of Planning and Sustainability
 - Office of Management & Finance (includes BTS and BRFS)
 - Assignments w/o PTE 17 members: Portland Police Bureau, Portland Housing Bureau, Office of Equity and Human Rights, City Budget Office, City Attorney, Government Relations, Portland Development Commission, Portland Bureau of Emergency Management
 - Commissioner Chloe Eudaly:
 - Bureau of Development Services
 - w/o PTE 17 members: Office of Neighborhood Involvement
 - Commissioner Nick Fish:
 - Bureau of Environmental Services
 - Portland Water Bureau

- Commissioner Amanda Fritz:
 - Portland Parks & Recreation
 - w/o PTE 17 members: Bureau of Emergency Communications
 - Commissioner Dan Saltzman:
 - Portland Fire & Rescue
 - Portland Bureau of Transportation
 - w/o PTE 17 members: Fire & Police Disability & Retirement
 - Tom Rinehart is the new Chief Administrative Officer of OMF.
- **Labor Management Benefits Committee**
 - Amy sits on the committee; Paul and Elliot try to attend.
 - There is a meeting next week and they will start to talk about plan design for the next plan year.
 - Predicting that there will be changes to the Affordable Care Act with the new president, the LMBC is hoping not to roll back any benefits that were put in place as part of the ACA compliance.
- **Citywide Labor Management Committee**
 - PDF
 - PDF usage information wasn't available at meeting. Later update: As of 12/7/16, 180 requests have been received and 167 have been approved for a total of almost 70k, which leaves about 40k remaining. Thus, although we were less than 45% through the fiscal year, we've already allocated about 63% of the funds.
 - Please get your requests in early to ensure that there are funds available for you.
 - The union asked that an automated acknowledgement that a request has been received be added to the email Mailbox. The City pushed back on this and stated that members could use the "read receipt" function in Outlook for confirmation that their PDF request has been received.
 - Non-Rep Class Comp Study Update: The job classification specifications were due to HR on 1/1/17. Next steps: review of job classifications by HR, then placement of non-reps into the job classifications.
 - Employee Advancement: Concerns about the lack of opportunities was raised by the union with examples. Very little response from the City.
 - Length of time for job postings: The Union requested at LMC meeting to have all postings open at least 2 weeks, even for internal recruitments. City/management pushed back, mostly centered on the overall length of the hiring process.
 - A member suggested at this monthly member meeting that we could include language about the time for job posting issue in our contract.
 - Portland Building Renovation:
 - Because Tom Rinehart is the new head of OMF, he will also be the new lead for this project.
 - The building is expected to be vacated by this fall.
 - Leases for temporary locations were scheduled to be signed 12/30 and these locations are expected to be assigned to bureaus/groups this month.

- Personal Holidays: SAP isn't configured to match the COPPEA contract in terms of when the holidays are added to our leave bank. Patrick cited programming limitations of SAP, but the union pointed out that there is programming in SAP that allows for non-pay-period timing of leave bank changes, e.g., dependent care is applied Jan 1, and personal holidays are removed Dec 31. Lynn volunteered to look into this issue.
- **Attendance Incentive**
 - Under Article 12 Sick Leave, Section 2 Attendance Incentive:

“If an employee has a balance of one hundred (100) hours or more of sick leave at the end of the calendar year and has used less than one-half their annual sick leave accrual (51 or fewer hours for full-time employees, 25.5 hours for half-time employees) in that calendar year, that employee is eligible to have up to 15% of their remaining sick leave accrued in that calendar year converted to vacation leave.”
 - FMLA and OFLA excused absences are not figured into sick leave usage.
 - The transfer is hour-per-hour; for example, if you had 100 hrs of 2016 accumulated sick leave that didn't use, and then applied this incentive you would get 15 hrs of vacation leave, but 85 hrs of sick leave from 2016 would still remain in your bank.
 - Requests for conversion may be made (once per calendar year) during the period between the first pay period and June 30th. While you are technically allowed to wait until the end of the fiscal year, we strongly recommend you don't wait until then because your timekeeper may have a lot of time to help you then. In addition, the earlier you request them, the earlier you will be able to see the vacation hours in your leave bank.
 - Discussion followed about how to improve this incentive.
- **Inclement Weather**
 - Lots of concerns/questions after Dec inclement weather days
 - Application of rules seems to be different in different groups/bureaus.
 - Who is essential is hard to determine.
 - Concerns about fairness – who gets the time paid and how much is paid.
 - If there is a late start and an employee's shift ends shortly after, should they really have to come in for just an hour or two in order to get the time paid?
 - Amy has taken many of these concerns to Anna for discussion.
- **Legislative:**
 - Oregon Legislative session starts Feb 1.
- **Next member meeting:** In the Fir Creek Conference Room (Portland Building) on 2/7/17.