

PTE Local 17 – COPPEA Chapter

Monthly General Membership Meeting

6/6/17

- **Introductions** – Meeting began with a round of introductions. Exciting to see lots of new faces.
- **Gerry's Retirement** – Gerry Verhoef, past COPPEA president, is retiring at the end of June. Rachel presented Gerry with flowers and thanked her from all members for her years of service to the Union and the City.
- **Ricky Best**
 - Ricky was one of the men who was murdered on the MAX May 26th for standing up for two young women who were being verbally attacked.
 - He was a BDS employee and a member of PTE Local 17 – COPPEA chapter.
 - The Local is providing the first month of COBRA and the City is working on an ordinance to ensure 3 years of health care for his family.
 - Paul Cone made a motion to donate \$1,000 of the old COPPEA funds as a contribution to the GoFundMe site that has been set up for the education of his four children. Gerry seconded the motion, and it was unanimously carried by all the stewards in attendance.
- **Rally for a Fair Contract**
 - DCTU is organizing a rally in Chapman Sq. at 4:30pm on June 7.
 - PTE 17 is supporting this rally and encourages members to come out for a fair contract. DCTU is having many of the same issues we are having with the City around bargaining.
 - The PTE 17 website (www.ptelocal17.org/coppea/) has information about the rally.
 - City of Portland Employees deserve fair contracts.
- **Bargaining**
 - There is general frustration across the unions with open contracts that the City is silent or just comes back with “No” without justification, evidence, or data.
 - For example, our vacation proposal was dropped 3/16 with over an hour of presenting our case through comparable data, equity and retention issues, and employer of choice discussion. It was over two months (5/18) before we heard back from the City at which point their counter was “No” without data to back up their flimsy, at best, rationale.
 - Amy and Elliot meet with our labor partners regularly and have heard that everyone is experiencing the same issues. Thus, they scheduled meeting with the Mayor Wheeler’s staff and had a phone call with Mayor to discuss the City not truly coming to the table to negotiate. The take away was that the Mayor wants these contracts to be moved forward.
 - Since the conversation with Mayor, we’ve had only one session (last week) and it was brief.
 - The hope is that the sessions now will be more productive. We are meeting weekly now and our next session is Thurs, June 8th and will be 5 hrs.
- **Bargaining Proposals**
 - Vacation:
 - Initial proposal (3/16) was to have entry at 112 hrs and add 4 hours per year until year 32. (Everyone wins in this proposal.)
 - City said No on 5/18. They generally didn’t seem to get why this is important and brought no data to back up their argument.
 - On 6/1 we countered with a reduced proposal to stop increases at year 25 (212 hrs) and reduce the multiplier for carry-over amounts from 2 to 1.8 in order to address the City’s concern about funding the vacation liability.
 - Amy explained to BHR Director Anna Kanwit that we need a move on vacation to get the contract resolved. It was the #1 priority in the second survey.

- Wages
 - Class-comp study is a necessity. It has been nearly 20 years since the last class-comp survey for members and that is embarrassing.
 - We proposed increases for specific classifications that were 10% or more below market. This is an emergency situation that needs to be fixed immediately. A class comp study should fix the remaining wages that are out of line with the market.
 - We proposed wage increases 4/4; we hope to get a response back this week. Elliot noted that based on previous conversations with the City's class-comp staff, the City is taking a restrictive approach.
- COLA
 - We asked for our 2% floor back on 4/4. The floor was dropped to 1% during 2010 negotiations due to the economic crisis when we were concerned about jobs being cut.
 - We also proposed (4/4) an additional 1% in fiscal year starting 2017 because of the 0.9% cut in 2013. Adding in 1% would bring us inline with where we should have been if they hadn't taken away the 0.9%.
 - The City said No on 5/18.
 - PTE 17 countered (6/1) with 2% floor and the addition 1% divided over the first 3 years of the contract.
 - It was noted that the Laborers are asking for more salary because they can't afford to live in the City they serve with what they are currently making.
 - The City has threatened to not give us the retroactive COLA if we don't have a contract in place by 7/1, even though they are the hold up in negotiations. We have expressed concern to the Mayor and Commissioners regarding the retroactive COLA and the City's delays.
- PDF & Uniform Allowance
 - The City recognized that they needed to increase these but their counter proposals were arbitrary and they did not present data to back up the numbers they chose.
 - The PDF proposal from Local 17 also included removing the admin costs from the fund. The City said No. The union has not countered yet.
- Tentative Agreements
 - We've reached two tentative agreements on Articles 10 & 22. As well as an agreement, though not formalized, on hour-per-hour holiday pay and an increased sick leave incentive of 25% (up from 15%).
- Questions? Contact Amy Bowles (800-783-0017 ext. 118 or amy@pte17.org), the lead negotiator, or the team members who are listed on the PTE 17 - COPPEA chapter website (www.pte17.org/coppea).
- **PERS update**
 - A group of stakeholders and legislators came up with a compromise proposal behind the scenes for PERS.
 - The proposal is to remove 1% from the IAP into an employer stabilization fund.
 - There are also corporate tax proposals and a transportation plan on the table that need to be balanced with cost containment options.
 - Balancing the shortfalls created by the legislature shouldn't fall on the backs of labor.
 - Questions? Contact Elliot (elliott@pte17.org).
- **Next member meeting**: No monthly member meeting July 4th. The next regular monthly meeting is in the 1900 Building, Room 7A at noon on 8/1/17. A meeting to cover a TA'd contract may be held after the first week of July depending on how negotiations go in June.