

COPPEA Chapter Meeting: March 2016

Rachel opens meeting 12:04 PM

Meeting Agenda – Rachel Whiteside

- Social Events
- Friedrich's decision
- LMBC Update
- Union Rep Report
- Legislative Update
- Open

1. Introductions – Rachel Whiteside
 - a. Around the room introductions
 - b. Attendance was about 20 plus people with 3 new faces in attendance

2. Social Events- Rachel Whiteside
 - a. What do we want to do? Picnic, ice cream social, ideas. Are we interested?
 - i. Michael T suggested a BBQ/picnic where the Union provides the meat and members bring potluck items, have it at a place that is family friendly such as a park (gave example of recent PBOT event)
 - ii. There is also a place on the top floor of Pioneer Place that has games, bowling alley, and caters
 1. Member mentioned that same place was picketed a year or so ago for labor disputes
 - iii. There was a suggestion of glow in the dark putt putt golf downtown which is about \$11 a person.
 - b. Is there interest in a social event:
 - i. Yes interest
 - ii. Need to research available dates
 1. Jorge will research available dates at Parks and send that to Rachel and Amy
 - iii. Need someone to take on the task of organizing the event, officers will support
 1. Michael has research on food pricing and other items from a PBOT gathering
 - c. What about annual Labor Day event at Oaks Parks?
 - i. Last time we joined it cost about \$500 and only 20 members attended
 - ii. Chance to mingle with other labor groups, but not really get to know other COPPEA members
 - iii. Would still need volunteers to staff booths
 - d. This is getting to know your COPPEA members
 - e. Someone mentioned dues went up so we should be ok to pay for Oaks park:

- i. Rachel indicated the dues were up to match us with all other chapters within PTE 17 but due to Friedrich's the Local is still in "crisis" mode
- ii. We will assess financial stability at a later date

3. Friedrich's decision

- a. No decision yet. Local is still in "crisis" mode.
- b. What is Friedrich?
 - i. CA Vs Friedrich states members do not have to pay union dues if they don't want representation. However unions would still have to represent those members even without the dues. Cause a downward spiral
- c. Possible scenarios based on recent passing of Supreme Court justice:
 - i. No decision and lower court ruling stands (good news for unions)
 - ii. Friedrich is implemented (bad news for unions)
 - iii. SCOTUS rehears case with new justice (keeps us in a holding pattern)
- d. There will be upcoming trainings in spring (possibly late March or April) regarding Friedrich. It will include:
 - i. What it means
 - ii. What happens
 - iii. How to educate others

4. Union Rep Report – Amy Bowles

- a. Busy with grievances. They have taken up significant amount of time
 - i. General themes: alleged violations: dishonesty, falsifying records, discourteous treatment, and incompetence.
 - ii. 95% are just cause related: penalties not proportional to employee action, due process, or in Amy's opinion what management chose to discipline member on (HR 5.01) was different than alleged violation. Basically the manager's feelings were hurt.
- b. Staff retreat: primary discussion was about upcoming Friedrich's decision and impact on union
- c. Informal mediation sessions with members and supervisors
 - i. Amy is available to have discussions even if items are not contract related. Members shouldn't feel stranded or alone
- d. Paul asked if there would be a spring REC. Rachel said no. The 2015 budget is being rolled over to 2016. There will be no changes to income or expenses, in fact there should be less money going out as there is still a "hiring freeze" at PTE 17. We are still in "crisis" mode until the picture on Friedrichs is clearer. Hope to have it resolved in time to hold fall/winter REC.
- e. Question was asked about oral reprimands: an oral reprimand is in writing and goes into your personnel file for one year. After one year you can request it is removed. All fact findings should have a steward representative attend.

5. Labor Management Benefits Committee

- a. Top choices for Pharmacy Benefit Manager (PBM)

- i. Express Scripts: impressive presentation, cost analysis, and has good customer service
- ii. Optum: 2nd choice
- iii. CVS: does not have a real presence in Oregon, opening up pharmacies in Target stores, but not super convenient for members
- iv. Moda ranked last in the pharmacy presentation.

6. Legislative Update

- a. Short session: 35 days
 - b. Minimum wage bill passed. Increase to be phased through 2022
 - c. Bill 1325 slated for Oregon November ballot has been withdrawn, however \$15 now will remain on the Nov ballot
 - d. PERS modification fell apart in committee
 - e. Cadillac tax also fell apart in committee
 - f. Anticipate discrimination against family status to be brought up again. Oregon does not have a law that prevents discrimination based upon marital status
 - g. Also there is a lock out of 200 steel mill works in southern Oregon and their unemployment benefits are running out. There is talk of getting those benefits extended due to them being locked out due to a national labor dispute.
7. Open: Aulani J is leaving for Colorado. He shared the following based on his 7 years with the City
- a. Continue discussion of diversity with union. He feels City has an agenda about what diversity is and it may not be the same as the union
 - b. Communicate to fellow employees about the union and participation in the union
 - c. Bring forth an active professional development plan. People need the opportunity to move up and not stay stagnant in their jobs
 - d. Equity: who is being served in the workplace.

Meeting Adjourned at 1:04 PM