

PTE Local 17 – COPPEA Chapter Monthly General Membership Meeting 5/2/17

- **Introductions** – Meeting began with a round of introductions.
- **Contract Bargaining**
 - 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). Amy introduced team members in attendance.
 - Bargaining began Jan 12 and the 8 sessions since then have generally been every two weeks.
 - The substantive proposals have all been presented. We will propose a duration to the contract once we know the major substance of the contract.
 - Dropped issues:
 - Classification-Compensation Study
 - The City is vastly behind on a class-comp study for PTE 17 - COPPEA. It has been almost 20 years, and that's troubling.
 - HR has indicated that Council doesn't support a PTE 17 - COPPEA class-comp study because of costs.
 - We proposed that a class-comp study should at least be started during our next contract and preferably be completed by then.
 - A member asked Amy to clarify what a class-comp study is. These studies look at classification comparing internally across groups/divisions/bureaus and externally to other jurisdictions. Ideally this would create more equality within classifications. Then, compensation is looked at and compared with comparable public sector positions to ensure better alignment with market rates.
 - Wages
 - There are about a dozen classifications that are grossly behind the market based on Elliot's thorough research comparing these classifications to public sector employers in the region.
 - We proposed bringing these classifications up to the average market, which is at least a 10% increase for these classifications.
 - COLA
 - We've proposed bringing back our 2% floor. The floor was dropped to 1% during 2010 negotiations due to the economic crisis when we were concerned about jobs being cut.
 - The 25 year running average of the CPI (which is what the COLA is based on) is currently at about 2.2%.
 - We also proposed a one-time addition 1% in the first year to make up for the one-time COLA lost during the 2013 bargaining.
 - PDF
 - The PDF fund for the last 3 years has been \$150k.
 - We proposed increasing the fund to \$200k, based on the increase in the number of PTE 17 COPPEA chapter members and Elliot's research on the rise in education costs.

- We also proposed removing the administration costs from the fund amount. This would bring clarity to the true amount of the fund. It would make oversight of admin costs HR's responsibility, which makes sense because the administrative work is in HR.
 - Uniforms and Protective Clothing, a.k.a. "Boot-allowance"
 - We proposed increasing this to \$250 from the current \$100 for the yearly allowance. And if the allowance wasn't used the year before increasing the amount to \$300 from \$150.
 - Vacation Leave
 - Proposal is to have entry be 112 hrs and increase by 4 hours each addition year of service until 32 years. This would be an increase for everyone.
 - We presented a lot of data to backup this request. And DCTU is also asking for increased vacation leave.
 - A member asked about PTO. Brief discussion on problems with PTO from both City and Union prospective.
 - Sick Leave
 - Proposed increasing attendance incentive from 15% to 25%.
 - Also, removing limit of 40 hrs of dependent care.
 - Contracting Out Language
 - We proposed strong contracting-out language. The City responded with a flat-out No.
 - Grievance Language changes
 - We proposed this and the City countered. We expect a tentative agreement soon.
 - The City's major proposal thus far is health care premium split changes.
 - Currently, we pay a 5% premium for health care.
 - The City proposed a penalty, where members would have to pay 10% of the premium if they don't have a preventative care appointment every two years.
 - See March 2017 meeting notes for more details about the City's proposal.
 - Survey
 - Expect a mid-bargaining survey soon. This will help us prioritize where to focus our efforts.
 - We leaned a lot on the last survey when developing proposals. We were pleased with the overall response rate from that survey, 45%.
 - The contract expires June 30, 2017. The City proposed that if a new contract isn't in place by July 1, we would not get the retroactive COLA from July 1 to the date the contract is approved.
- **Legislative Update** (Elliot)
 - Elliot is going to Salem for the legislative sessions.
 - PERS, PERS, PERS
 - Some very big changes have been raised, but we don't expect these to get passed.
 - Bills
 - SB559 includes capping salaries in the calculation at \$100k and changing the salary determination calculation from 3 to 5 years.
 - SB560 includes changes to the IAP
 - Member brought up that this would essentially mean a 6% pay cut.

- Emergency clauses were taken out, so it is unlikely that even if signed as is the bills would be enacted right away. It would probably be at least 90 days, but likely Jan 1, 2018.
 - Average PERS payout is roughly \$27k per year.
 - Bills are in Ways & Means; could be gutted and stuffed with other stuff.
 - There was also a cost containment proposal put together by the budget committee. And there will be a revenue package at some point. There will also be a transportation package during this session.
 - See www.pte17.org/publicaffairs/oregon for information and updates.
 - Feel free to contact Elliot Levin (elliott@pte17.org) if you have questions about what is happening in the legislature.
- **Healthcare Plan Design 2017-2018**
 - A member asked about the outcome of the healthcare plan design changes that were discussed in March's membership meeting.
 - The Labor Management Benefits Committee (LMBC) reviews and votes on plan design changes. Amy sits on the committee; Elliot is her backup and Paul Cone regularly attends. The committee is composed of 7 labor and 7 management representatives.
 - The committee did not agree to any changes to either CityCore or Kaiser plans. See March and April 2017 notes for details of plan design changes and discussion of voting.
 - Cathy Bless, BHR's Benefits Administrator, may present to City Council the plan design changes that the LMBC did not approve. Council could ignore the LMBC's recommendation and accept the proposed changes. If this appears to be happening, PTE 17 will provide testimony on reasons for voting against the Kaiser changes.
- **Next member meeting:** Portland Building, Fir Creek Room, at noon on 6/6/17.