

PTE17 – COPPEA Chapter
Monthly General Membership Meeting
10/4/16

- **PTE17/COPPEA Citywide Labor Management Committee Update**
 - Last meeting was Sept 13; discussion topics included:
 - Limited-Term positions and how bureaus handle transitioning these into permanent positions. There is no citywide policy that requires another recruitment as long as the limited-term positions were originally part of a competitive recruitment.
 - Contracting-Out: No conclusion was reached on a standard for this. PTE17 offered to partner with the City to demonstrate that contracting out is a more expensive solution. It was also discussed why bureaus might pursue contracting out.
 - Flex Schedules: Different managers have different policies on flexing time; consistency would be nice. COPPEA members, with agreement from their managers, are allowed to use FLEX-2FLX within a work week even if they are on an alternate schedule. (FLEX-2FLX must be done in a Thurs-Wed work week; it isn't allowed across the two work weeks in a pay period.)
 - Portland Building Move: In phase 1 of design. Everyone will move out of the building at once.
 - Non-Rep Class Comp Study: Current stage (examining classes) is in progress and scheduled to be completed by the end of 2016. The full study is expected to be finished in 2017.
 - COPPEA Class Comp Needed: The last full COPPEA study was completed in the early 2000s, but City doesn't have capacity to do a study while the non-rep study is being completed.
 - Professional Development Fund (PDF): A new policy will be instituted to reply to members when forms are submitted to the PDF email in order to acknowledge receipt.
 - Next meeting will be in December and will be the last meeting before bargaining. (No COPPEA Citywide LMC meetings are held during bargaining.)
- **Professional Development Fund (PDF)**: Last fiscal year, 296 requests were fulfilled leaving only \$1,254 remaining in the fund. This amount was carried over into the 2016-2017 fiscal year. So far this year 84 requests (\$9,700) have been paid out.
- **Contract Bargaining**:
 - Survey:
 - 296 responses so far!
 - Lots of questions to help rank priorities, but also some space for long form answers/responses.
 - Please complete the survey to share your ideas and your requests for the bargaining.

- COPPEA Bargaining Team – Nominations Received and Officers reviewed.
 - Primary and alternate bargaining team positions:

Bureau	Name	Status
Parks	Gerry Verhoef	Primary
PBOT	John Wilson	Primary
	Peter Hurley	Alternate
Water	Sarah Spotts	Primary
	Jamie Wilde	Alternate
	Mia Sabanovic	Alternate
BES	Andrew Neuman	Primary
	Anna Brophy	Primary
	Neil Revello	Alternate
BTS	Paul Cone	Primary
	Manish Thakore	Alternate
BDS	Priscilla Partch	Primary
Other	Rachel Whiteside	COPPEA President
	Amy Bowles	Union Rep
	Elliot Levin	Union Rep

- Primary and alternates will meet for strategy sessions, but only the primary team will be at sessions with the City.
- City Bargaining Team will be led by Patrick Ward; Jerrell Gaddis (Labor-Employee Relations Manager) will also sit on the team.
- Timeline:
 - Bargaining with the City will likely start in January.
 - Depending on the schedule agreed to with the City’s team, strategy sessions may start in Dec or after the holidays.
 - Sessions will probably be half-days (Monday afternoons are the default).
- Bargaining Updates: These will be distributed on the PTE17/COPPEA website and via personal emails. (Additional smaller surveys may be distributed via city email.)
- **Chapter Elections**
 - REC delegate spots: We have three terms expiring this year, 1 new slot, and over 10 alternate positions.
 - Chapter Secretary: Sarah Spotts was appointed earlier this year with an appointment lasting until the next regularly scheduled election, which is this November’s election. The elected secretary will serve until the end of 2017.
 - Process:
 - An email will be sent out requesting nomination for these positions. Nominations by email will be due to Nikola by 11:30 on 11/1. Nominations can also be made in person at the November Monthly Member Meeting (1900 Building, Room 7a at Noon).
 - After nominations are complete, voting will be done electronically.
 - Information about the elections will be published in the next Insight.
- **Regional Executive Committee (REC) Meeting**
 - REC is the governing body of PTE17

- This fall's meeting will be held 11/12/16 near the Seattle airport. They will vote on the budget and whether to approve the proposed new executive director.
- REC meetings are held in the Seattle. Typically, these are twice a year on Saturdays in October and March. Transportation and lodging costs are paid by the union.
- **PBOT BAC and Fix-Our-Streets Campaign**
 - Fix-Our-Streets Campaign: An oversight committee was created for Fix-Our-Streets. PBOT requested applications for the 16 seats. Elliot Levin (from PTE17) applied and was selected for the committee. Other members have a variety of backgrounds. Meetings will be quarterly.
 - PBOT BAC: Leah Treat reorganized PBOT's BAC from a Budget Advisory Committee to a Bureau Advisory Committee. Ruthanne Bennett is sitting on the committee.
- **City Email and Technology Reminder**
 - Ruthanne reminded us that City email is part of records request (recently was an issue with a discussion held over email in PBOT).
 - Reminders were also made that any City owned technology is subject to records requests (e.g., city cell phones). Additionally, if City email, work files, or non-public data is pulled down onto a personal phone or computer, these would also then be subject to records requests and the City would be allowed to go through the personal computer/phone.
- **A Grievance Update and Weingarten Reminder**
 - By the COPPEA contract, the City is required to give a member the option of having Union representation if the City is to discuss disciplinary action. This goes further than the Weingarten Rights of most chapters because it puts the burden on the City. (Weingarten Plus)
 - A recent grievance was resolved by the removal of an oral reprimand from a members file because the manager did not ask the member if they wanted Union representation before having the discussion that led to the discipline.
 - Contact Amy with concerns or questions about your Weingarten Rights.