

PTE Local 17 – City of Portland Chapter Monthly General Membership Meeting 9/5/17

- **Introductions** – Meeting began with a round of introductions.
- **New Leadership**
 - Rachel Whiteside (former Chapter President and Trustee on the Executive Board) has left the City (BDS) to join PTE Local 17 and is now the City of Portland Chapter Representative.
 - Amy is now a Rep for the City of Seattle, but she will be in Portland occasionally over the next few weeks training Rachel.
 - Paul Cone will be the Interim Chapter President until elections are held in Fall 2017. The Chapter Vice President position is vacant. Priscilla Partch is the Chapter Treasurer, and Sarah Spotts is the Chapter Secretary.
 - Rachel also stepped down from the PTE 17 Executive Board. This position is currently vacant; however, the Local 17 Board President (Lois Watt) is planning to appoint Jamie Wilde (PWB) to the position.
 - City of Portland Chapter elections for Officers and REC delegates:
 - Nominations are due by the membership meeting in November and voting, if needed, will follow.
 - REC positions: There will be four REC delegate positions with terms ending 2017.
 - Three of these positions are currently filled by Andrew Neuman, Priscilla Partch, and Jamie Wilde. The fourth position was filled by Gerry Verhoef (retired).
 - REC delegates with terms ending in 2018 or 2019: Ruthanne Bennett, Paul Cone, Liz Dance, Katharine Enriques, Raphael Haou, Sarah Spotts, Brian Ventura, Kylie Thompson (Alternate), and Parish Burns (Alternate).
- **New Contract!**
 - The contract reached a tentative agreement on 8/3/17, Chapter Membership voted to approve it with votes tallied 8/24/17, and City Council unanimously ratified it 8/30/17.
 - We made a lot of improvements with this contract and are better off than we were before.
 - Highlights:
 - Performance Reviews
 - Completed at least once per fiscal year for all members past probation.
 - At least two reviews for employee during probation. One near the mid-point of the probationary period and one approximately a month prior to the end of the probationary period.
 - Uniform allowance increase from \$100 to \$200 per year, and \$150 to \$250 if it wasn't used the year before.
 - Multiple items can be purchased under the uniform allowance.
 - If you used your uniform allowance prior to the contract passing, you can still use the increased balance remaining (\$100) this year.
 - Holidays:
 - Hour-per-hour holidays. SAP couldn't be programmed in time for the Labor Day Holiday, so check your timesheet if your normal work day is more than 8 hrs. You may need to have your timekeeper make a manual adjustment.
 - Deferred holidays: if the holiday falls on a scheduled day off, you will get a deferred holiday that can be used as early as the next day after the holiday

(instead of waiting until the next pay period). (This may also need to be done manually for the Labor Day holiday.)

- Personal holidays: will be received after just 30 days of service (instead of 6 months)
- Holiday pay available with one day of unpaid status before or after the holiday, if approved in advance
- Deferred holiday carry-over: increased to 5 days
- Essential employees: deferred holiday time (with hours equal to your regularly scheduled hours) will be given to essential employees who work when the City is closed due to inclement weather or a natural disaster; deferred days are in addition to their regular pay.
- Sick leave:
 - Attendance incentive increased to 25%.
 - Discussion about members in PERS Tiers I & II who may have some of their sick leave factored into their PERS. Review this before using attendance incentive.
 - Discussion about how not all members (e.g., some parents) are able to reach the threshold needed to use this benefit.
 - Employees are eligible to use sick leave after 30 days of service (instead of 6 months)
 - Dependent care: increased from 40 hours to 104 hours
- COLA: We will get a 2.2% COLA for this fiscal year and it will be retroactive to 7/1/17. The COLA increase and retroactive COLA will be in your 9/28/17 paycheck.
 - Discussion around the Police Chief's 5% wage increase to live within the City limits. This happens in other cities too and some other employers require employees to live in the city/county they serve.
- Selective wage increases for planner series (approximate percentages in August 2017 notes). The final numbers still need to be worked out with the COLA increase. The increases will be retroactive to the date Council ratified the contract, 8/30/17.
- Vacation leave: We didn't get anything in our contract to improve vacation leave even though we showed that the City's vacation leave is significantly lower than other public employers in the region. However, through a Memorandum of Understanding, we've agreed to a workgroup to look at vacation leave across the City; the workgroup will start meeting this month.
- PDF: increased from \$150k to \$225k annually.
- Class-comp study: To be started in fiscal year 2019-2020. The compensation portion will be bargained as part of the next contract. A class-comp study hasn't been done for about 18 years, so it is really important that we got this in the contract.
 - We expect IT classifications will be difficult because the current classifications aren't well laid out, so there will likely need to be significant work on the structure.
- Health Care language will be in the next contract: A 95%-5% split moving to a 90%-10% split if the employee doesn't have a preventative exam at least every 2 years.
 - We've encountered some issues with the City's Preventative Care Initiative already and are working with HR Benefits office to help sort them out.

- The City promised pop-up clinics which would allow you to get the 95%:5% split for the first year (fiscal year 2018-2019), but you would need preventative care appointment in 2018 to meet the requirement for the 95%:5% premium split in the 2019-2020 fiscal year.
 - We added to our contract a “Me-too” clause for premium split for next fiscal year. If DCTU gets a better split in their ratified contract, we will too. [We did not attach a me-too clause for DCTU’s proposed additional 1% across the board wage increase because this was proposed to DCTU by the City in exchange for some other contract changes.]
 - Reasonable suspicion: new article added for reasonable suspicion of drug and alcohol use. HR was going to add it to the HR rules anyway.
- **Surveys**
 - Employee Engagement Survey from the City – coming soon. This is to help evaluate if the City is meeting its desire to be an “Employer of Choice.” The survey doesn’t address all the aspects the City identified as part of being an “Employer of Choice.” If you want, you could add pieces you think are missing to the comments. PSU is conducting the survey for anonymity; the City can’t tie question responses to an individual.
 - Member Survey from PTE 17 – coming later this week. All member survey. Five \$100 Fred Meyer gift cards will be distributed at random to those who completed the survey. This survey will also be conducted by an outside organization to ensure anonymity.
- **Legislature**
 - PERS update
 - The “Grand Bargain,” which was cost containment (a.k.a. cut to PERS) and increased revenue generation, didn’t happen in last session. (Focus shifted to passing the transportation package.) Instead, the budget shortfall was addressed by cutting the edges of spending in places.
 - They’ve now put a task force together to look at places to cut, including PERS. There isn’t a lot of detail and it is a short session (~30 days), so we’ll see what happens.
 - General advice: don’t make any rash decisions because we just don’t know what is coming.
 - The Local 17 Legislative Director is closely monitoring all discussions and will report anything major.
- **Next member meeting:** City Hall, Lovejoy Room, at noon on 10/3/17.