ORDINANCE No. 186085 As Amended

*Ratify a Successor Collective Bargaining Agreement between the City and the City of Portland Professional Employees Association for terms and conditions of employment of represented employees in the bargaining unit for 2013-2017 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the City of Portland Professional Employees Association (COPPEA) are parties to a collective bargaining agreement (CBA) effective July 1, 2010 to June 30, 2013 (the 2010-2013 CBA).

2. COPPEA is the sole and exclusive bargaining agent for all the COPPEA represented classifications.

3. On or about January 14, 2013, pursuant to its obligations under ORS 243.650 *et seq.*, representatives of the City entered into negotiations for a successor CBA with the COPPEA.

4. On April 29, 2013, representatives of the City and the COPPEA signed a Tentative Agreement (Agreement), Exhibit A attached, that outlines the terms and conditions of employment for represented employees in the COPPEA bargaining unit for the period of July 1, 2013 to June 30, 2017. Pages 1 through 25 of Exhibit A show the changes that the parties agreed upon. Pages 26 through 42 of Exhibit A represents the final Agreement that the parties signed with the changes accepted.

5. At all times during the negotiations of the Agreement, the parties committed themselves to transparent information sharing and substantive and respectful dialogue.

6. The Agreement meets the City's bargaining interests by securing a four-year labor agreement and agreeing to wage increases, health benefits, modifications in the work-week, and other terms and conditions of employment.

7. The Agreement continues to apply the principles of total compensation as the basis for bargaining all monetary subjects and ties general compensation to the Consumer Price Index (CPI). General wage increases will continue to be tied to the Portland CPI-W. Upon ratification, the COPPEA bargaining unit members will receive a wage increase of 0.9% starting on July 1, 2013. Wage increases based on the Portland CPI-W formula, provides for a minimum increase of 1% with a maximum increase of 5% adjusted on July 1 of each year of the Agreement.

8. The Agreement continues the current health insurance premium share at 95% / 5% for the term of the Agreement.

9. As of the date this ordinance is submitted, the COPPEA has not yet ratified the

Agreement. However, the COPPEA will complete its ratification process before City Council's review and consideration of the attached Agreement.

10. Upon ratification of the Agreement, the City will implement new provisions on background checks, sick leave abuse/misuse, and compensatory time accrual.

11. Upon ratification of the Agreement, the City will, through its Bureaus, fund a Professional Development Fund for the COPPEA represented employees each year of the Agreement.

12. The terms and conditions of the Agreement shall be reduced to a successor collective bargaining agreement that shall conform substantially in accordance with the Exhibit A (the 2013-2017 CBA).

13. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2013-2017 CBA with approval by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

a. The Mayor, the Human Resources Director and the City Auditor are authorized to execute the 2013-2017 CBA between the City and the COPPEA relating to the terms and conditions of employment for represented employees in the COPPEA bargaining unit for the period of July 1, 2013 to June 30, 2017, with approval by the assigned Deputy City Attorney.

b. Said 2013-2017 CBA shall conform to the provisions of the Agreement attached to this Ordinance marked as Exhibit A and incorporated herein by this reference.

c. The City is authorized to pay for all funds associated with the 2013-2017 CBA from the appropriate funds.

d. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists in order that this action occur without delay; therefore, this ordinance shall be in full force and effect from and after its passage; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: JUN 1 2 2013

LaVonne Griffin-Valade
Auditor of the City of Portland
By

Mayor Charlie Hales
Prepared by: Anna Kanwit:JKU:ss
Date Prepared: May 28, 2013

Deputy

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Agenda No.
ORDINANCE NO. 186085 **As Amended**
Title

*Ratify a Successor Collective Bargaining Agreement between the City ~~of Portland~~ and the City of Portland Professional Employees Association relating ~~to the~~ terms and conditions of employment of represented employees in the ~~City of Portland Professional Employees Association~~ bargaining unit for 2013-2017 (Ordinance)

INTRODUCED BY Commissioner/Auditor: **Mayor Charlie Hales**	CLERK USE: DATE FILED ___ JUN 07 2013 ___
COMMISSIONER APPROVAL	
Mayor—Finance and Administration - Hales	LaVonne Griffin-Valade Auditor of the City of Portland
Position 1/Utilities - Fritz	
Position 2/Works - Fish	By: _____
Position 3/Affairs - Saltzman	Deputy
Position 4/Safety - Novick	ACTION TAKEN:
BUREAU APPROVAL	
Bureau: Bureau of Human Resources OMF CAO: Jack D. Graham Bureau Head: Anna Kanwit	
Prepared by: Jon Uto:ss Date Prepared: May 28, 2013	
Financial Impact & Public Involvement Statement Completed ☒ Amends Budget ☐	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes ☒ No ☐	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: Lory Kraut, Sr. Deputy City Attorney required for contract, code, easement, franchise, comp plan, charter	
Council Meeting Date: June 12, 2013	

AGENDA		FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
				YEAS	NAYS
TIME CERTAIN ☒ Start time: **10:30 a.m.** Total amount of time needed: **20 minutes** (for presentation, testimony and discussion)		1. Fritz	1. Fritz	✓	
		2. Fish	2. Fish	✓	
CONSENT ☐		3. Saltzman	3. Saltzman	✓	
REGULAR ☐ Total amount of time needed: _____ (for presentation, testimony and discussion)		4. Novick	4. Novick	✓	
		Hales	Hales	✓	