

ORDINANCE No. 188583 *As Amended*

*Ratify a collective bargaining agreement between the City and Laborers Local 483 – Portland City Laborers relating to the terms and conditions of employment of represented employees in the Portland City Laborers bargaining unit as detailed in Exhibit 1. (Ordinance)

The City of Portland ordains:

Section 1. The Council Finds:

1. The City and the Laborers Local 483 (Union) are parties to the District Council of Trade Unions collective bargaining agreement (CBA) effective July 1, 2013 to June 30, 2017 (2013 – 2017 CBA).
2. The Union withdrew from the District Council of Trade Unions and decided to bargain its own successor agreement.
3. On or about October 19, 2016, pursuant to the City's obligations under ORS 243.650 *et seq.*, representatives of the City entered into negotiations for a successor CBA with the Union.
4. On July 13, 2017, representatives of the City and the Union signed a Tentative Agreement (Agreement), Exhibit 1 attached hereto and incorporated herein by this reference, that outlines the terms and conditions of employment for represented employees in the bargaining unit for the period beginning July 1, 2017 and lasting until June 30, 2021 (the 2017-2021 CBA).
5. The Agreement has been ratified by the bargaining membership.
6. The Agreement meets the City's bargaining interests by securing a labor agreement with the Union through June 30, 2021, and agreeing to wage increases, recruitment and retention incentives 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 with a minimum increase of one percent (1%) and a maximum increase of five percent (5%).
8. In addition to the general compensation increase based on the CPI-W, targeted classification increases, and a longevity premium of 2% after an employee completes 10 years of service as a permanent employee.
9. The Agreement includes the City proposed wellness insurance plan, and reasonable suspicion testing of employees who appear to be impaired by drugs and/or alcohol.

10. The Agreement eliminates language which was identified as a barrier to equity.
11. The terms and conditions of the Agreement shall be reduced to a successor collective bargaining agreement and shall conform substantially to a form similar to Exhibit 1 (the 2017-2021 CBA).
12. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2017-2021 CBA with approval as to form by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- a. The Agreement between the City and the Union attached hereto as Exhibit 1 is ratified by this Council.
- b. The 2017-2021 successor CBA shall be in a form similar to the Agreement attached as Exhibit A to Exhibit 1.
- c. The Mayor, the Human Resources Director and the City Auditor are authorized to execute the 2017-2021 successor CBA between the City and the Union relating to the terms and conditions of employment for represented employees in the Laborers Local 483 – Portland City Laborers bargaining unit for the period of July 1, 2017 to June 30, 2021, with approval as to form by the assigned City Attorney.
- d. The Council directs the City Budget Office to work with the Bureau of Human Resources and any relevant bureau to determine the amount of additional resources to be added to bureau current appropriation level targets in order to fund cost increases associated with this contract.
- e. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists in order to avoid an unnecessary delay in the orderly implementation of the provisions of the successor CBA; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council:

AUG 30 2017

Mayor Ted Wheeler
Prepared by: PTW
Date Prepared: August 22, 2017

MARY HULL CABALLERO
Auditor of the City of Portland

By 

Deputy

970

Agenda No.

ORDINANCE NO.

Title

188583 As Amended

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INTRODUCED BY Commissioner/Auditor: Mayor Wheeler	CLERK USE: DATE FILED <u>AUG 22 2017</u>
COMMISSIONER APPROVAL Mayor— <u>Finance & Administration - Wheeler</u> Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Eudaly	Mary Hull Caballero Auditor of the City of Portland By: <u>[Signature]</u> Deputy
BUREAU APPROVAL Bureau: Human Resources OMF CAO: Tom Rinehart Bureau Head: Anna Kanwit	ACTION TAKEN:
Prepared by: PTW Date Prepared: Aug. 22, 2017	
Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
City Auditor Office Approval: required for Code Ordinances	
City Attorney Approval: Heidi K. Brown required for contract, code, easement, franchise, comp plan, charter	
Council Meeting Date Aug. 30,	

AGENDA TIME CERTAIN <input checked="" type="checkbox"/> Start time: 3:00 p.m. 1 of 3 Total amount of time needed: 10 minutes (for presentation, testimony and discussion)
CONSENT <input type="checkbox"/>
REGULAR <input type="checkbox"/> Total amount of time needed: (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	<input checked="" type="checkbox"/>	
2. Fish	2. Fish	<input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman	<input checked="" type="checkbox"/>	
4. Eudaly	4. Eudaly	<input checked="" type="checkbox"/>	
Wheeler	Wheeler	<input checked="" type="checkbox"/>	