

IMPACT STATEMENT

Legislation title: *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)

Contact name: Patrick Ward, Labor Relations Coordinator

Contact phone: 3-3518

Presenter name: Anna Kanwit, Human Resources Director

Purpose of proposed legislation and background information:

The purpose of this ordinance is to ratify a Tentative Agreement (Agreement), Exhibit 1 attached hereto, for a successor collective bargaining agreement between the City and Laborers' Local 483 – Portland City Laborers for the period July 1, 2017 to June 30, 2021 (the 2017 – 2021 successor CBA).

Financial and budgetary impacts:

The net fiscal impact, in addition to standard cost-of-living allowances (COLA), for Year 1 (FY 2017 – 18) is estimated to be a \$1,153,000 increase in annual expenditures, which will cover longevity pay, targeted wage increases, increases in shift differentials, and premiums for the Portland Bureau of Transportation Emergency Crew. Approximately 18 percent of this amount (\$212,000) is attributed to the General Fund. The remaining 82 percent (\$941,000) is attributed to Environmental services (\$489,000), Transportation (\$406,000) and others (\$45,000).

The net fiscal impact for Year 2 (FY 2018 – 19) is estimated to be \$1,249,000 increase for the items mentioned above. The estimated impact on the General Fund is \$249,000.

The net fiscal impact for Year 3 (FY 2019 - 20) is estimated to be \$1,361,000 increase for the items mentioned above. The estimated impact on the General Fund is \$281,000.

The net fiscal impact for Year 4 (FY 2020 - 21) is estimated to be \$1,449,000 increase for the items mentioned above. The estimated impact on the General Fund is \$289,000.

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

Community impacts and community involvement:

There was no community involvement. This action is largely internal to City government processes.

Budgetary Impact Worksheet

Does this action change appropriations?

☐ **YES:** Please complete the information below.

☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

ORDINANCE No.

*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 (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 A to Exhibit 1 (the 2016-2020 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 2017-202021 successor CBA between the City and the Union relating to the terms and conditions of employment for represented employees in the ~~Recreation-Portland City Laborers Local 483~~ 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 City is authorized to pay for any City cost increases associated with the 2017-2021 CBA for fiscal year 2017-18 through fiscal year 2020-21.~~
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.
- d. 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:

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

MARY HULL CABALLERO
 Auditor of the City of Portland
 By

Deputy



Anna Kanwit, Director
 1120 SW 5th Ave., Rm. 404
 Portland, Oregon 97204-1912
 (503) 823-3572
 Fax (503) 823-4156

Office of Management and Finance

Tom Rinehart, Chief Administrative Officer

Date: August 25, 2017

970

To: City Council

From: Anna Kanwit, Director
 Bureau of Human Resources

RE: Amendment request for Council Agenda Items *970, 971 and 972

- 970 Ratify a successor 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 bargaining unit (Ordinance)
- 971 Ratify a successor collective bargaining agreement between the City and Laborers Local 483 - Recreation relating to the terms and conditions of employment of represented employees in the bargaining unit
- 972 Ratify a successor collective bargaining agreement between the City and Professional & Technical Employees Local 17 relating to the terms and conditions of employment of represented employees in the bargaining unit

To clearly reflect Council's desire to add to the CAL target and ensure transparency in the funding of the collective bargaining agreements, the following changes are needed in the Council Directive "d" each Ordinance. The amendment will be presented at the Council meeting on August 30, 2017.

- d. ~~The City is authorized to pay for any City cost increases associated with the 2017-2021 CBA for fiscal year 2017-18 through fiscal year 2020-21.~~

Is replaced with:

- 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.

Ted Wheeler, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-6846 or the City's TTY at 503-823-6868.





City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

970
Anna Kanwit, Director
1120 SW 5th Ave., Rm. 404
Portland, Oregon 97204-1912
(503) 823-3572
Fax (503) 823-4156

Office of Management and Finance

Tom Rinehart, Chief Administrative Officer

Date: August 25, 2017

To: City Council

From: Anna Kanwit, Director
Bureau of Human Resources

RE: Amendment request for Council Agenda Items *970, 971 and 972

- 970 Ratify a successor 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 bargaining unit (Ordinance)
- 971 Ratify a successor collective bargaining agreement between the City and Laborers Local 483 - Recreation relating to the terms and conditions of employment of represented employees in the bargaining unit
- 972 Ratify a successor collective bargaining agreement between the City and Professional & Technical Employees Local 17 relating to the terms and conditions of employment of represented employees in the bargaining unit

To clearly reflect Council's desire to add to the CAL target and ensure transparency in the funding of the collective bargaining agreements, the following changes are needed in the Council Directive "d" each Ordinance. The amendment will be presented at the Council meeting on August 30, 2017.

- d. ~~The City is authorized to pay for any City cost increases associated with the 2017-2021 CBA for fiscal year 2017-18 through fiscal year 2020-21.~~

Is replaced with:

- 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.

Ted Wheeler, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-6846 or the City's TTY at 503-823-6868.

