

My name is Mary Prottzman. I am a DCTU bargaining team member and part of the Professional Staff at the Police Bureau.

In **November 2016**, we began trying to pick dates to meet with the City. We agreed to meet on **December 8<sup>th</sup>**, but that meeting and a few dates in January were cancelled due to snow.

On December 22<sup>nd</sup>, we received a Final Order from the Employment Relations Board ruling that your Labor Relations Manager, Jerell Gaddis, bargained in bad faith over the implementation of the \$15 minimum wage in 2015. I was part of that interim bargaining team and can attest to the obstinate lack of conversation regarding the impacts, never mind actual negotiations.

We finally met for our current contract negotiations on **January 5<sup>th</sup>** and agreed to ground rules. We agreed January 12<sup>th</sup> would be the start of the 150 day bargaining timeline required under the Public Employee Collective Bargaining Act. And I left optimistic that BHR was possibly going to BE something more akin to a partner in navigating this process, rather than a barrier as has been our past experience.

**March 30<sup>th</sup>** was the deadline to provide new offers. WE provided a complete financial package that day, shooting blind with no idea about what the City might or might not be willing to discuss.

On **June 8<sup>th</sup>**, we received a “supposal” which is a type of “non-binding proposal”, and the first we had actually seen of anything resembling the City's financial package. This happened, 3 days before we passed the 150 day bargaining timeline on June 11<sup>th</sup>.

On June 29<sup>th</sup>, we received the actual Complete Counter proposal from the City that was titled as such. It was essentially the previous supposal retitled. The Union's Team provided a counter on the same day.

On **July 27<sup>th</sup>**, we provided yet another complete proposal to the City, bargaining against ourselves and continuing to try different ideas and spark productive dialogue. On July 31st the City requested Mediation.

On **August 17<sup>th</sup>**, we received a second complete counter proposal; virtually the same as before.

On **September 6<sup>th</sup>**, the Union's team provided yet another proposal to the City.

This last Monday, September 25<sup>th</sup>, the City provided a counter proposal during mediation, moving a little and offering back pay to January 1<sup>st</sup> 2016 for Police Classifications they failed to bargain in good faith over back in 2015.

HERE IS WHAT WE, THE UNIONS OF THE DCTU ARE ASKING:

- Justice for the Police Professional Staff for your labor relations manager's failure to bargain in good faith.
- Address the Class Comp issues, most of which have been outstanding since we raised them in 2010.
- Provide some additional increase to offset the COLAs that we have given up during the lean times, and to account for the out of control Portland housing market. This includes a retroactive COLA for these negotiations.

EVERYTHING ELSE WE ARE FINE WITH STATUS QUO. When you see this long list of issues, that is what we need to accept the Concessions that the CITY is demanding.

You have given lip service to trying to become an Employer of Choice. We are already Employees of Choice, we make this city work, and our demands have not been made in a vacuum.

We continue to be far apart on issues most important to your employees, and the City's team seems to be too overwhelmed to have meaningful conversation that will inspire movement, compromise, and settlement. They have even professed to have no strategy for this round of bargaining.

It is for these reasons, and those my fellow City of Portland Employee representatives have already shared that we are declaring impasse.

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**Moore-Love, Karla**

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**From:** Mary Prottzman <afscmelady@gmail.com>  
**Sent:** Thursday, July 20, 2017 11:16 AM  
**To:** Council Clerk – Testimony  
**Subject:** Fwd: Council Communication request for 9/27

My name Is Mary Prottzman. I am a PPB employee, and i would like to testify infront of City Council regarding union contract negotiations.

Date 9/27/17  
Name: Mary Prottzman  
Subj: DCTU Baragaining  
Email: [afscmelady@gmail.com](mailto:afscmelady@gmail.com)  
Cell: [503.781.3181](tel:503.781.3181)

Thank you!

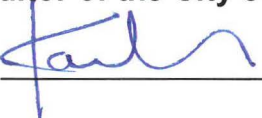
Request of Mary Prottzman to address Council regarding District  
Council of Trade Unions bargaining (Communication)

SEP 27 2017

PLACED ON FILE

Filed SEP 19 2017

**MARY HULL CABALLERO**  
Auditor of the City of Portland

By  Deputy

COMMISSIONERS VOTED AS FOLLOWS:		
	YEAS	NAYS
1. Fritz		
2. Fish		
3. Saltzman		
4. Eudaly		
Wheeler		