

## **ORDINANCE No. 188726**

\*Ratify a collective bargaining agreement between the City and District Council of Trade Unions relating to the terms and conditions of employment of represented employees in the bargaining unit (Ordinance)

### **The City of Portland ordains:**

#### **Section 1. The Council Finds:**

1. The City and the DCTU (bargaining unit) 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. On or about January 5, 2017, pursuant to the City's obligations under ORS 243.650 *et seq.*, representatives of the City entered negotiations for a successor CBA with the bargaining unit.
3. On November 11, 2017, representatives of the City and the bargaining unit 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, 2020 (the 2017-2020 CBA).
4. The Agreement has been ratified by the bargaining membership.
5. The Agreement meets the City's bargaining interests by securing a labor agreement with the Union through June 30, 2020, and agreeing to wage increases and other terms and conditions of employment.
6. 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%).
7. In addition to the general compensation increase based on the CPI-W the agreement provides targeted classification increases, and an across the board increase for classifications not receiving a targeted increase.
8. 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.
9. The Agreement eliminates language which was identified as a barrier to equity.



10. 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 (the 2017-2020 CBA).
11. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2017-2020 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 bargaining unit attached hereto as Exhibit A is ratified by this Council.
- b. The 2017-2020 successor CBA shall be in a form similar to the Agreement attached as Exhibit A.
- c. The Mayor, the Human Resources Director and the City Auditor are authorized to execute the 2017-2020 successor CBA between the City and the bargaining unit relating to the terms and conditions of employment for represented employees in the District Council of Trade Unions bargaining unit for the period of July 1, 2017 to June 30, 2020, 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: DEC 14 2017

Mayor Ted Wheeler  
Prepared by: JKU  
Date Prepared: December 4, 2017

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

  
Deputy

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Agenda No.  
**ORDINANCE NO.**

188726

Title

\*Ratify a collective bargaining agreement between the City and District Council of Trade Unions (DCTU) relating to the terms and conditions of employment of represented employees in the ~~DCTU~~ bargaining unit as detailed in Exhibit 1. (Ordinance)

<p><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Wheeler</b></p>	<p>CLERK USE: DATE FILED <b>DEC 05 2017</b></p>
<p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance &amp; Administration - Wheeler <i>KL</i></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Eudaly</p>	<p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <i>[Signature]</i> Deputy</p>
<p><b>BUREAU APPROVAL</b></p> <p>Bureau: Human Resources OMF CAO: Tom Rinehart Bureau Head: Serilda Summers-McGee <i>[Signature]</i></p> <p>Prepared by: JKU Date Prepared: Dec. 4, 2017</p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No</p> <p><b>City Auditor Office Approval:</b> required for Code Ordinances</p> <p><b>City Attorney Approval: Matt Farley</b> <i>[Signature]</i> required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date: Dec. 14, 2017</p>	<p><b>ACTION TAKEN:</b></p>

<p align="center"><b>AGENDA</b></p> <p><b>TIME CERTAIN</b> <input checked="" type="checkbox"/></p> <p><b>Start time: 2:15 p.m. 1 of 1</b></p> <p><b>Total amount of time needed: 15 minutes</b> (for presentation, testimony and discussion)</p> <p><b>CONSENT</b> <input type="checkbox"/></p> <p><b>REGULAR</b> <input type="checkbox"/></p> <p><b>Total amount of time needed:</b> (for presentation, testimony and discussion)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 30%;">FOUR-FIFTHS AGENDA</th> <th colspan="2">COMMISSIONERS VOTED AS FOLLOWS:</th> </tr> <tr> <th></th> <th>YEAS</th> <th>NAYS</th> </tr> <tr> <td>1. Fritz</td> <td align="center"><input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>2. Fish</td> <td align="center"><input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>3. Saltzman</td> <td align="center"><input type="checkbox"/></td> <td></td> </tr> <tr> <td>4. Eudaly</td> <td align="center"><input checked="" type="checkbox"/></td> <td></td> </tr> <tr> <td>Wheeler</td> <td align="center"><input checked="" type="checkbox"/></td> <td></td> </tr> </table>	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:			YEAS	NAYS	1. Fritz	<input checked="" type="checkbox"/>		2. Fish	<input checked="" type="checkbox"/>		3. Saltzman	<input type="checkbox"/>		4. Eudaly	<input checked="" type="checkbox"/>		Wheeler	<input checked="" type="checkbox"/>	
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