

## **ORDINANCE No. 189130**

\*Ratify a successor collective bargaining agreement between the City and Laborers' Local 483 relating to the terms and conditions of employment of Seasonal Maintenance Workers for 2018-2022 (Ordinance)

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

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

1. The City and Laborers' Local 483 (the Union) are parties to a collective bargaining agreement effective July 1, 2014 to June 30, 2018 (the 2014-2018 CBA).
2. The Union is the sole and exclusive bargaining agent for the purpose of establishing wages, hours and conditions of employment for employees in the Seasonal Maintenance Worker (SMW) classification at the City.
3. On or about April 16<sup>th</sup>, 2018, pursuant to its obligations under ORS 243.650 et seq., the City entered into negotiations for a successor agreement to the 2014-2018 CBA with the Union.
4. On June 29<sup>th</sup>, 2018, representatives of the City and the Union signed a Tentative Agreement, Exhibit A (the Agreement), attached hereto and incorporated by this reference, that outlines the terms and conditions of employment for bargaining unit members in the SMW classification for the period of July 1, 2018 through June 30, 2022 (the 2018-2022 successor CBA).
5. As of the date this ordinance is submitted, the Union has ratified the Agreement.
6. The Agreement meets the City's bargaining interests by securing a four-year collective bargaining agreement and agreeing to wage increases, health benefits, 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 a CPI to be determined.
8. Upon ratification by City Council, salary rates for bargaining unit employees in the SMW classification are to be increased by 3.6% which is 100% of the annual increase in the Portland CPI-W. Salary rates for 2019-2020, 2020-2021 and 2021-2022 are to be increased by 100% of the CPI to be determined. However, in no event shall the salary increase for 2019-2020, 2020-2021 and 2021-2022 be less than one percent or greater than five percent.
9. Effective upon ratification SMW bargaining unit members will be eligible for medical, dental and vision benefits the first (1<sup>st</sup>) of the month, following date of hire.

10. The Agreement continues the current health insurance premium share at 90 percent / 10 percent for the term of the Agreement.
11. Effective upon ratification, the City has agreed to provide training opportunities to assist SMW bargaining unit members in developing their job skill base and to assist with job application and interviewing skills.
12. The terms and conditions of the 2018-2022 successor CBA shall conform substantially to a form similar to Exhibit A.
13. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2018-2022 successor CBA with approval as to form 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 2018-2022 successor CBA between the City and the Union relating to the terms and conditions of employment for employees in the SMW classification, with approval as to form by the assigned Deputy City Attorney.
- b. The 2018-2022 successor CBA shall conform to a form similar to the Agreement attached as Exhibit A.
- c. The City is authorized to pay for any City cost increases associated with the 2018-2022 successor CBA for fiscal year 2018-19 through fiscal year 2021-22 from the General Fund and other impacted funds, which includes the Gulf Fund, Transportation Operating Fund, Water Operating Fund and Portland International Raceway Fund.
- 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 2018-2022 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 22 2018

Mayor Ted Wheeler  
Prepared by: Jamaal Anthony  
Date Prepared: August 1, 2018

Mary Hull Caballero  
Auditor of the City of Portland  
By

Deputy

✓ 11/0

8 8:3  
Agenda No.  
**ORDINANCE NO. 189130**  
Title

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<p><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Wheeler</b></p>	<p>CLERK USE: DATE FILED <u>AUG 14 2018</u></p>
<p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance &amp; Administration - Wheeler <i>MP</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 style="text-align: center;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u><i>[Signature]</i></u> Deputy</p>
<p><b>BUREAU APPROVAL</b></p> <p>Bureau: Human Resources Bureau Head: Serilda Summers-McGee <i>SM</i></p> <p>Prepared by: Jamaal I. Anthony Date Prepared: August 1, 2018</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 <input type="checkbox"/></p> <p><b>City Auditor Office Approval:</b> required for Code Ordinances</p> <p><b>City Attorney Approval:</b> Heidi Brown <i>HB</i> required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date August 22, 2018</p>	<p><b>ACTION TAKEN:</b></p>

AGENDA	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:																																					
<p><b>TIME CERTAIN</b> <input checked="" type="checkbox"/> Start time: <u>11:00</u> <i>Verbal from Mayor 8/14</i> Total amount of time needed: <u>15 minutes</u> (for presentation, testimony and discussion)</p> <p><b>CONSENT</b> <input type="checkbox"/></p> <p><b>REGULAR</b> Total amount of time needed: (for presentation, testimony and discussion)</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th></th> <th style="width: 15%;">YEAS</th> <th style="width: 15%;">NAYS</th> </tr> <tr> <td>1. Fritz</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>2. Fish</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>3. Saltzman</td> <td style="text-align: center;">_____</td> <td></td> </tr> <tr> <td>4. Eudaly</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>Wheeler</td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>		YEAS	NAYS	1. Fritz	✓		2. Fish	✓		3. Saltzman	_____		4. Eudaly	✓		Wheeler	✓		<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th></th> <th style="width: 15%;">YEAS</th> <th style="width: 15%;">NAYS</th> </tr> <tr> <td>1. Fritz</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>2. Fish</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>3. Saltzman</td> <td style="text-align: center;">_____</td> <td></td> </tr> <tr> <td>4. Eudaly</td> <td style="text-align: center;">✓</td> <td></td> </tr> <tr> <td>Wheeler</td> <td style="text-align: center;">✓</td> <td></td> </tr> </table>			YEAS	NAYS	1. Fritz	✓		2. Fish	✓		3. Saltzman	_____		4. Eudaly	✓		Wheeler	✓	
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