



CITY OF

PORTLAND, OREGON

HUMAN RESOURCES BUREAU

Margaret D. Strachan, Commissioner
Training and Employment Division
522 S.W. Fifth Avenue, 8th Floor
Portland, Oregon 97204
(503) 248-4474

FIRST SOURCE AGREEMENT

This First Source Agreement, hereinafter referred to as the "Agreement," is between the CITY OF PORTLAND, hereinafter referred to as the "CITY," and GRAPHIC ARTS CENTER, INC., hereinafter referred to as "EMPLOYER." Under this Agreement, EMPLOYER will use the CITY as its first source for recruitment, referral and placement of covered employees.

I. GENERAL TERMS

- A. The CITY wishes to increase employment opportunities for economically disadvantaged CITY residents with employers located within the CITY.
- B. The CITY is willing to provide a low-interest loan of \$265,000 to the EMPLOYER to expand his business and create additional employment opportunities.
- C. The EMPLOYER agrees to use the CITY as a first source for recruitment, referral and placement of employees in consideration for the CITY's financial participation.
- D. The CITY will provide employment recruitment, referral and placement services to the EMPLOYER, subject to the terms set out in this Agreement.
- E. The CITY's participation in this Agreement will be carried out by the Training and Employment Division of the CITY's Human Resources Bureau (TED), 522 SW Fifth Avenue, 8th Floor, Portland, Oregon 97204, or such other CITY bureau or division as designated by the CITY.

II. DEFINITIONS

- A. Covered Positions. Manufacturing positions at all of the facilities operated by EMPLOYER within the CITY, including press, preparatory, bindery and warehouse positions, are covered by this Agreement without regard to whether such positions result from expansion, resignation, termination or internal promotion from within EMPLOYER's local work force.
- B. Covered positions are all those listed in Table I on page 1A of this Agreement.

TABLE I

Covered positions are entry level manufacturing positions,
including, but not limited to:

- General Worker - Pressroom
- General Worker - Preparatory
- Bookbinder III
- Assistant Stock Handler

- C. Exempt Positions. Positions which are managerial, highly technical, professional, or positions of a supervisory nature which require two or more years of formal training are exempt from this Agreement. Temporary positions, defined as positions which will be terminated within 90 days of hire, are also exempt.

III. RECRUITMENT

- A. At least eighteen (18) CITY working days prior to the anticipated hiring date, the EMPLOYER will notify TED of its needs for new employees in covered positions.
- B. Notification to TED shall include, but need not be limited to, the number of employees needed by job title, hiring dates, rates of pay, hours of work, anticipated duration of employment and work to be performed. In order for TED to determine whether persons meet the EMPLOYER's personnel needs, a job description and minimum qualifications or other comparable information will be provided to TED for each position.
- C. Covered position vacancies which are filled by promotion from within the EMPLOYER's local work force need not be referred to TED for placement and referral.
- D. The EMPLOYER will also notify TED of all position vacancies which are not covered positions as defined above. Notification shall include qualifications required, rates of pay and anticipated hiring dates. The EMPLOYER will also notify TED of the date by which it must refer qualified applicants for these positions. TED may make referrals to the EMPLOYER for management, technical, professional or supervisory vacancies; however, the EMPLOYER will not be bound to hire from said referrals.

IV. REFERRAL

- A. TED will refer CETA eligible job applicants to the EMPLOYER in response to the notification of need for covered employees described in Section III, above.
- B. TED agrees to screen applicants according to the minimum competencies and skill levels necessary to perform the tasks described in the job description. Criteria will be stated in quantifiable and objective terms so that TED may identify and refer qualified job applicants who meet these criteria.

V. PLACEMENT

- A. TED will notify the EMPLOYER no later than five (5) working days prior to the anticipated hiring date of the number of applicants TED will refer. TED will make every reasonable effort to refer at least one qualified person for each position.

- B. In the event TED cannot refer the total number of qualified personnel requested, the EMPLOYER will be free to directly fill remaining positions for which no qualified applicants have been referred. In this event, the EMPLOYER will make a good faith effort to hire City of Portland residents.
- C. The EMPLOYER will make all decisions on hiring new employees but will select at least seventy-five percent (75%) of its employees in covered positions from among qualified persons referred by TED.
- D. TED will track job retention of employees placed under this Agreement for 90 days following placement. EMPLOYER agrees to cooperate in TED's follow-up efforts.
- E. After the EMPLOYER has selected its employees, TED will not be responsible for employees' actions and the EMPLOYER hereby releases the CITY from any liability for their actions.

VI. TRAINING

- A. The EMPLOYER routinely provides on-the-job training to new employees in covered positions. The Employer will not discontinue providing routine on-the-job training due to this Agreement.
- B. TED and the EMPLOYER may agree to develop additional on-the-job, pre-employment or other training programs. The training specifications and cost for such training will be mutually agreed upon by the EMPLOYER and the CITY and described in a separate Training Agreement.

VII. EMPLOYMENT LEVELS

- A. The EMPLOYER has projected new employment resulting from business expansion, assisted in part by the CITY, according to Table A.
- B. The EMPLOYER agrees to use his best efforts to assure the realization of his projections and agrees to fill at least seventy-five percent (75%) of the covered positions from among qualified persons referred by TED.

VIII. CONTROLLING REGULATIONS AND LAWS

- A. If this Agreement conflicts with any labor laws or other governmental regulations, the laws or regulations shall prevail.
- B. If this Agreement conflicts with a collective bargaining agreement to which the EMPLOYER is a party, the bargaining agreement shall prevail.

- C. The EMPLOYER will provide TED with written documentation that the EMPLOYER has provided the representative of any involved collective bargaining unit with a copy of this Agreement and has requested comments or objections. If the representative has any comments or objections, the EMPLOYER will provide them to TED.
- D. The EMPLOYER will not discriminate against any applicant for employment because of race, religion, age, handicap, color, sex, national origin, citizenship, or political affiliation.

IX. ASSIGNMENT MODIFICATIONS, RENEWAL AND SANCTIONS

- A. If, during the term of this Agreement the EMPLOYER should transfer possession of all or a portion of its business concerns affected by this Agreement to any other party by lease, sale or assignment or otherwise, the EMPLOYER as a condition of transfer shall require the party taking possession to agree, in writing, to the terms of this Agreement. A new agreement will be executed with the new party prior to the effective date of the transaction.
- B. The EMPLOYER and TED, or such other agent as the CITY may designate, may mutually agree to modify this Agreement in order to improve the operation of the program described herein.
- C. This Agreement shall take effect when signed by the parties below and shall be in full force and effect for a period of five (5) years from the effective date, or until the CITY loan referred to in Section I.B. is repaid, whichever period is longer.
- D. The CITY may terminate this Agreement at any time by written notification if its federal, state or local grants are suspended or terminated before or during the contract period.
- E. Either the EMPLOYER or the CITY may elect to employ binding arbitration to settle any material dispute under this Agreement which informal good faith negotiating efforts have failed to resolve. If either party elects to employ arbitration, the electing party shall deliver written notice to the other party appointing one arbitrator, specifying the issue(s) to be resolved and detailing the desired remedy. The responding party shall return a written response to the electing party within fifteen (15) days. The response shall appoint a second arbitrator and shall outline the responding party's position on the issue(s). The two arbitrators so appointed shall select a third arbitrator within fifteen (15) days after the appointment of the second arbitrator. If the two arbitrators first appointed are unable to agree upon the third arbitrator within the time limit, then the third arbitrator shall be appointed by the presiding judge

First Source Agreement
Graphic Arts Center, Inc.
Page Five

of the Multnomah County Circuit Court. After all arbitrators have been appointed, they shall make a written report within thirty (30) days to the parties on the issue(s). The determination of a majority of the arbitrators shall be final and binding upon the EMPLOYER and the CITY and may include:

1. Monetary damages directly related to any breach of this Agreement and to the issue(s) raised;
2. Specific performance of the Agreement provisions and steps reasonably necessary to implement and monitor specific performance, which might include retention of a professional job analyst designated by the arbitrators;
3. Declaration of default on and calling in of any CITY loan provided in consideration for EMPLOYER's entry into this Agreement;
4. Allocation of costs associated with the arbitration determination and steps necessary to implement and monitor that determination.

The arbitration determination shall be fully enforceable in a court of law.

Approved:

GRAPHIC ARTS CENTER, INC.

Erma E. Hyburn 8-19-81
Executive Director
Human Resources Bureau

Date

by: _____ Date

Title: _____

[Signature]
Director
Training and Employment Division

8/19/81
Date

CITY OF PORTLAND

Approved as to Form:

Commissioner of Public Utilities Date

City Attorney Date

City Auditor Date

TABLE A
GRAPHIC ARTS CENTER, INCORPORATED
Job Categories - All Facilities

	Beginning Employees July 1979			<u>Projected Additions</u>			<u>Total</u>	Ending Employees Sept. 1983
		1980		1981	1982	1983		
MANUFACTURING:			Est: Act.					
Preparatory	96	10	(1)	11	11	11	43	139
Press	66	10	11	10	10	10	40	106
Bindery & Warehouse	<u>122</u>	<u>20</u>	<u>28</u>	<u>22</u>	<u>29</u>	<u>38</u>	<u>109</u>	<u>231</u>
Total Manufacturing	284	40	38	43	50	59	192	476
Sales & Administration	<u>82</u>	<u>4</u>	<u>8</u>	<u>8</u>	<u>4</u>	<u>4</u>	<u>16</u>	<u>98</u>
Total	<u>366</u>	<u>44</u>	<u>46</u>	<u>47</u>	<u>54</u>	<u>63</u>	<u>208</u>	<u>574</u>

Attachment B

Date rec'd TED _____
CM contact _____
OJT customized training
First Source (Unsubsidized) .
DOT Code: _____
SVP Hrs: _____ Trng Time

JOB ORDER FORM
City of Portland Training & Employment Division

1. Employer GRAPHIC ARTS CENTER, INC. 2. Date _____
3. Job Title Assistant Stock Handler 4. Number of openings _____
5. Job Location 2000 Northwest Wilson Street, Portland, Oregon 97209
6. Contact Person Terry Sjolander phone 224-7777
7. Supervisor Fred Haase 8. Beginning date _____ Ending _____
9. Starting salary \$ Attached per _____ Salary after training \$ _____ per _____
10. Benefits: Vision, Dental, Group Life
11. Days to be worked Monday thru Friday, some weekends 12. Hours 7 Hrs./Day S.T. ^{Some Overtime}
13. Will union membership be required? Yes X No _____
If yes, which union and local # Graphic Arts International Union #90-B
14. If this job involved on-the-job training to be subsidized by the City, how long will that training period be? _____ (attach specific training plan).
15. Specific Duties Moving stock or related material into Bindery or related departments. Assist with lubrication and/or cleaning under supervision of a Bookbinder I or Bookbinder II-A. Assist in clean-up and shop maintenance. Muscellaneous Bindery tasks not covered by other classifications.
16. NECESSARY QUALIFICATIONS:
- | Skill | Level of experience or training required to enter program (include licences and/or certificates necessary) |
|----------|--|
| ATTACHED | NO EXPERIENCE NECESSARY |
| | |
| | |
| | |
17. Is a valid Oregon Drivers' License required? Yes X No _____
18. Are your employees in this position expected to provide any necessary tools involed in the job(s)? Yes _____ No X
If yes, please attach an itemized list (with prices) of tools required for each position.
19. Education level needed to perform this job (if any) Reading and writing at 8th grade level.

20. Describe any on-the-job training you normally provide for this position (i.e., without City funding) Experienced clerk provides the on-the-job training. State Accident

Insurance Fund's Loss Control Division provides fork lift training.

21. Is there a possibility for promotion from this job? Yes X No
If yes, to what position(s)? Apprenticeship Programs

22. Environmental Conditions

a. Working Environment

Inside 80 %
Outside 20 %

YES NO

b. Extreme Cold with
or without temperature changes

 X

c. Extreme heat with
or without temperature changes

 X

d. Wet and/or Humid

 X

e. Vibration

 X

f. Hazards

Mechanical

X

Electrical

 X

Burns

 X

Explosives

 X

Radioactivity

 X

Other

g. Atmospheric Conditions

Fumes

 X

Dusts

 X

Mists

 X

Gases

 X

Poor Ventilation

 X

Other

 X

h. Noise

Estimated maximum
no. of Decibels

65

23. Physical Demands

a. Strength - % time job will require

Standing 33 %

Walking 34 %

Sitting 33 %

Weight (no. lbs)

Lifting 70

Carrying 70

Pushing 55

Pulling 55

b. Climbing

YES NO

Balancing

 X

Stooping

X

Kneeling

X

Crouching

 X

Crawling

 X

Reaching

X

Handling

X

Fingering

X

Feeling

X

Talking

X

Hearing

Ordinary Conversation

X

Other Sounds

 X

Seeing

Acuity, Near

X

Acuity, Far

X

Depth Perception

X

Color Vision

X

Field of Vision

X

24. a. Could a person with limited English speaking skills perform this job?

Yes No X

b. Could a person with limited English reading/writing skills perform this job?

Yes No X

OTHER COMMENTS, REQUIREMENTS OR NEEDS:

ASSISTANT STOCK HANDLER

16. Some of the factors to be considered for applicants seeking entry level positions are as follows:

- | | |
|--|--|
| 1. Ability to read and write at 8th grade level. | 7. Manual dexterity |
| 2. Enthusiasm and desire to work hard | 8. Visual acuity |
| 3. Energy and apparent good health | 9. Maturity |
| 4. Desire to advance | 10. Ability to work with others and with minimal supervision |
| 5. Past employment | 11. Educational background |
| 6. Motivation | 12. Appearance |

9. SALARY: ~~\$4.73~~ \$4.73 1ST 4 MONTHS
5.07 2ND 4 MONTHS
5.30 3RD 4 MONTHS
6.13

Date rec'd TED _____
 CM contact _____
 OJT customized training
 First Source (Unsubsidized)
 DOT Code: _____
 SVP Hrs: _____ Trng Time _____

JOB ORDER FORM
 City of Portland Training & Employment Division

1. Employer GRAPHIC ARTS CENTER, INC.
2. Date July 30, 1981
3. Job Title General Worker - Preparatory
4. Number of openings _____
5. Job Location 2000 N. W. Wilson Street, Portland, Oregon 97209
6. Contact Person Terry Sjolander phone 224-7777
7. Supervisor Cliff White
8. Beginning date _____ Ending _____
9. Starting salary \$ 5.28 per hour Salary after training \$ _____ per _____
 Second 2 months \$6.40: per hour, medical, income disability, Group Life
10. Benefits: Insurance, Vision and Dental.
11. Days to be worked Monday through Friday, some weekend
12. Hours 7 hours per day, some overtime required
13. Will union membership be required? Yes x No _____
 If yes, which union and local # 202, Graphic Arts International Union
14. If this job involved on-the-job training to be subsidized by the City, how long will that training period be? 6 months (attach specific training plan).
15. Specific Duties A general worker in the preparatory department may clean any equipment and the area around such equipment. They will file plates and layouts, negatives and positives used in the department. They will make blueprints or other pre-plate monochrome reading-proof not for reproduction. Miscellaneous preparatory tasks as required.
16. NECESSARY QUALIFICATIONS:

Skill	Level of experience or training required to enter program (include licences and/or certificates necessary)
Ability to read and write at the 8th grade level.	No experience required.
17. Is a valid Oregon Drivers' License required? Yes _____ No x
18. Are your employees in this position expected to provide any necessary tools involved in the job(s)? Yes _____ No x
 If yes, please attach an itemized list (with prices) of tools required for each position.
19. Education level needed to perform this job (if any) Ability to read and write at 8th grade level

20. Describe any on-the-job training you normally provide for this position (i.e., without City funding) General worker training lasts approximately one year. They are trained under the direct supervision of Journeymen.

21. Is there a possibility for promotion from this job? Yes X No
If yes, to what position(s)? Apprentice

22. Environmental Conditions

a. Working Environment

Inside 100 %
Outside %

YES NO

b. Extreme Cold with or without temperature changes

 X

c. Extreme heat with or without temperature changes

 X

d. Wet and/or Humid

 X

e. Vibration

 X

f. Hazards

Mechanical

 X

Electrical

 X

Burns

 X

Explosives

 X

Radioactivity

 X

Other-Caustic Chemicals

g. Atmospheric Conditions

Fumes

 X

Dusts

 X

Mists

 X

Gases

 X

Poor Ventilation

 X

Other

h. Noise

Estimated maximum
no. of Decibels

70

23. Physical Demands

a. Strength - % time job will require

Standing 25 %

Walking 70 %

Sitting 5 %

Weight (no. lbs)

Lifting 95

Carrying 95

Pushing n/a

Pulling n/a

YES NO

b. Climbing

X

Balancing

 X

Stooping

X

Kneeling

X

Crouching

X

Crawling

 X

Reaching

X

Handling

X

Fingering

X

Feeling

X

Talking

X

Hearing

Ordinary Conversation

X

Other Sounds

 X

Seeing

Acuity, Near

X

Acuity, Far

X

Depth Perception

X

Color Vision

X

Field of Vision

X

24. a. Could a person with limited English speaking skills perform this job?

Yes No X

b. Could a person with limited English reading/writing skills perform this job?

Yes No X

OTHER COMMENTS, REQUIREMENTS OR NEEDS:

Attachment B

Date rec'd TED _____
 CM contact _____
 OJT customized training
 First Source (Unsubsidized)
 DOT Code: _____
 SVP Hrs: _____ Trng Time _____

JOB ORDER FORM
 City of Portland Training & Employment Division

1. Employer GRAPHIC ARTS CENTER, INC. 2. Date _____
3. Job Title General Worker - PRESSROOM 4. Number of openings _____
5. Job Location 2000 Northwest Wilson Street, Portland, Oregon 97209
6. Contact Person Terry Siolander phone 224-7777
7. Supervisor Lloyd Teters or David Morris 8. Beginning date _____ Ending _____
9. Starting salary \$ ATTACHED per _____ Salary after training \$ _____ per _____
 Group Life
10. Benefits: EMPLOYER PAID: Hospital, medical, income disability, vision, dental and
 Some Overtime
11. Days to be worked Monday thru Friday, some weekends 12. Hours 7 Hrs. per Day S.T.
13. Will union membership be required? Yes x No _____
 If yes, which union and local # 202 Graphic Arts International Union
14. If this job involved on-the-job training to be subsidized by the City, how long will that training period be? _____ (attach specific training plan).
15. Specific Duties PRESSROOM: Handle stock as necessary, assist in wash-up, load the feeder, assist in making up rolls, assist in webbing up press, open rolls, cartons or skids of paper, bundle signatures, clean out part of the presses or area around the presses as press operator or supervisor may direct, gum up plates, wash and make up blankets and do miscellaneous work in pressroom. CONTINUED ON ATTACHED SHEET...
16. NECESSARY QUALIFICATIONS:

Skill	Level of experience or training required to enter program (include licences and/or certificates necessary)
ATTACHED	NO EXPERIENCE NECESSARY
17. Is a valid Oregon Drivers' License required? Yes _____ No x
18. Are your employees in this position expected to provide any necessary tools involed in the job(s)? Yes _____ No x
 If yes, please attach an itemized list (with prices) of tools required for each position.
19. Education level needed to perform this job (if any) Reading and writing at 8th grade level.

Some positions in the Bindery and Pressroom may require lifting as much as ninety pounds.

GENERAL WORKER

9. Salary \$5.28 1st 2 Months
6.40 2nd 2 Months
6.87 3rd 2 Months
7.30 Next 6 Months
8.59 After 1 Year

15. Continued. General Worker training generally lasts approximately one year. During this time they are trained under the direct supervision of journeymen pressmen and/or a journeyman feeder operator. Depending upon the success in this position they may be selected to enroll in an apprentice program. At this time their training will continue as they progress to the level of apprentice feeder, journeyman feeder and possibly apprentice pressman and journeyman pressman.

16. Some of the factors to be considered for applicants seeking entry level positions are as follows:

- | | |
|--|---|
| 1. Ability to read and write at 8th grade level. | 7. Manual dexterity. |
| 2. Enthusiasm and desire to work. | 8. Visual acuity. |
| 3. Energy and apparent good health. | 9. Maturity. |
| 4. Desire to advance. | 10. Ability to work with others and with minimal supervision. |
| 5. Past employment. | 11. Educational background. |
| 6. Motivation. | 12. Appearance. |

152188

Attachment B

Date rec'd TED _____
 CM contact _____
 OJT customized training
 First Source (Unsubsidized)
 DOT Code: _____
 SVP Hrs: _____ Trng Time _____

JOB ORDER FORM
 City of Portland Training & Employment Division

1. Employer GRAPHIC ARTS CENTER, INC.
2. Date _____
3. Job Title Bookbinder III, Apprentice
4. Number of openings _____
5. Job Location 2000 N. W. Wilson Street
6. Contact Person Terry Sjolander phone 224-7777
7. Supervisor _____
8. Beginning date _____ Ending _____
9. Starting salary \$ See attached per _____ Salary after training \$ _____ per _____
10. Benefits: Employer paid: Hospital, medical plan; weekly income disability; vision, dental;
Group Life
11. Days to be worked _____
12. Hours _____
13. Will union membership be required? Yes x No _____
 If yes, which union and local # Graphic Arts International Union No. 90-B
14. If this job involved on-the-job training to be subsidized by the City, how long will that training period be? _____ (attach specific training plan).
15. Specific Duties Feed Pockets on: Automatic stitcher-trimmers, perfect binding collators,
free standing collators feeding into or removing books from: Kolbus Nipper Smasher Take-
off operations on: Automatic stitcher-trimmer, in-line trimmers, shrinkwrap machine,
In-line adhesive binders, multi-binders when helper required --Continued
16. NECESSARY QUALIFICATIONS:

Skill	Level of experience or training required to enter program (include licences and/or certificates necessary)
<u>See attached</u>	<u>No experience required</u>
17. Is a valid Oregon Drivers' License required? Yes _____ No x
18. Are your employees in this position expected to provide any necessary tools involed in the job(s)? Yes _____ No x
 If yes, please attach an itemized list (with prices) of tools required for each position.
19. Education level needed to perform this job (if any) _____

20. Describe any on-the-job training you normally provide for this position (ie., without City funding) Training is provided by experienced operators

21. Is there a possibility for promotion from this job? Yes x No
If yes, to what position(s)? Bookbinder III

22. Environmental Conditions

a. Working Environment

Inside 100%
Outside %

YES NO

b. Extreme Cold with or without temperature changes

 x

c. Extreme heat with or without temperature changes

 x

d. Wet and/or Humid

 x

e. Vibration

 x

f. Hazards

Mechanical

x

Electrical

 x

Burns

 x

Explosives

 x

Radioactivity

 x

Other

g. Atmospheric Conditions

Fumes

 x

Dusts

 x

Mists

 x

Gases

 x

Poor Ventilation

 x

Other

 x

h. Noise

Estimated maximum
no. of Decibels

70

23. Physical Demands

a. Strength - % time job will require

Standing 90%

Walking 10%

Sitting 0%

Weight (no. lbs)

Lifting 40

Carrying 40

Pushing 10

Pulling 10

YES NO

b. Climbing

 x

Balancing

 x

Stooping

x

Kneeling

x

Crouching

x

Crawling

 x

Reaching

x

Handling

x

Fingering

x

Feeling

x

Talking

x

Hearing

Ordinary Conversation

x

Other Sounds

x

Seeing

Acuity, Near

x

Acuity, Far

x

Depth Perception

x

Color Vision

x

Field of Vision

x

24. a. Could a person with limited English speaking skills perform this job?

Yes x No

b. Could a person with limited English reading/writing skills perform this job?

Yes x No

OTHER COMMENTS, REQUIREMENTS OR NEEDS: (15 continued) Put up forms for: collators, shrinkwrap, automatic tippers, jacketing machines Hand Operation: Insert and close wire-o-, padding, stuff envelopes or other inserts into finished products, sorting of faulty work, clean press sheets, remove covers, pull stitches, cut apart pads, add chicago-screws or duo-tangs, inspect finished work, swatching material samples. Miscellaneous: moving stock or related material into bindery or related departments, assist in shipping departments, assist with lubrication and/or cleaning under supervision of Bookbinder I or Bookbinder II-A, assist in cleanup and shop maintenance, miscellaneous bindery tasks not covered by other classifications.

BOOKBINDER III

16. Some of the factors to be considered for applicants seeking entry level positions are as follows:

- | | |
|--|--|
| 1. Ability to read and write at 8th grade level. | 7. Manual dexterity |
| 2. Enthusiasm and desire to work hard | 8. Visual acuity |
| 3. Energy and apparent good health | 9. Maturity |
| 4. Desire to advance | 10. Ability to work with others and with minimal supervision |
| 5. Past employment | 11. Educational background |
| 6. Motivation | 12. Appearance |

9. SALARY: ~~\$4.43~~ 4.73 1ST 4 MONTHS
5.07 2ND 4 MONTHS
5.30 3RD 4 MONTHS
6.13

ORDINANCE NO. 152188

An Ordinance authorizing one (1) First Source Agreement between the City of Portland and Graphic Arts Center, Inc., for recruitment, screening, referral and placement of entry level manufacturing employees, under the Human Resources Bureau, AU 682, Training and Employment Division, and declaring an emergency.

The City of Portland ordains:

Section 1. The Council finds:

1. The City of Portland has been designated by the U.S. Department of Labor as Prime Sponsor for administering funds under the Comprehensive Employment and Training Act (CETA) to provide employment and training to eligible City residents.
2. In their application with the City for an Urban Development Action Grant (UDAG), Graphic Arts Center, Inc. agreed to enter into a First Source Agreement with the City.
3. A First Source Agreement providing for the recruitment, screening, referral and placement of entry level manufacturing employees has been agreed upon between the Training and Employment Division and Graphic Arts Center, Inc., and is attached as Exhibit "A".
4. This First Source Agreement does not result in expenditure of either CETA Funds or General Fund revenues.
5. It is therefore appropriate that the Commissioner of Public Utilities and the City Auditor execute, on behalf of the City, a First Source Agreement with Graphic Arts Center, Inc. for recruitment, screening, referral and placement of entry level manufacturing employees, under the Human Resources Bureau, AU 682, Training and Employment Division, for a period of five (5) years from the execution of the Agreement, as set forth in Exhibit "A".

NOW, THEREFORE, the Council directs:

- a. The Commissioner of Public Utilities and the City Auditor are hereby authorized to execute, on behalf of the City, a First Source Agreement with Graphic Arts Center, Inc. for recruitment, screening, referral and placement of entry level manufacturing employees, under the Human Resources Bureau, AU 682, Training and Employment Division, for a period of five (5) years from the execution of the Agreement, as set forth in Exhibit "A".

ORDINANCE No.

Section 2. The Council declares that an emergency exists because delay in the enactment of this Ordinance will cause unnecessary administrative delay in the function of the CETA program and the closing arrangements between the Port of Portland and Graphic Arts Center, Inc.; therefore, this Ordinance shall be in force and effect from and after its passage by the Council.

Passed by the Council, **AUG 26 1981**

Commissioner Margaret Strachan

JPG:jb

8/11/81

Attest:


Auditor of the City of Portland

Calendar No. 2820

ORDINANCE No. 152188

Title

An Ordinance authorizing one (1) First Source Agreement between the City of Portland and Graphic Arts Center, Inc., for recruitment, screening, referral and placement of entry level manufacturing employees, under the Human Resources Bureau, AU 682, Training and Employment Division, and declaring an emergency.

THE COMMISSIONERS VOTED AS FOLLOWS:		
	Yeas	Nays
JORDAN	1	
LINDBERG	1	
SCHWAB	1	
STRACHAN		1
IVANCIE	1	

FOUR-FIFTHS CALENDAR	
JORDAN	
LINDBERG	
SCHWAB	
STRACHAN	
IVANCIE	

Filed AUG 20 1981

GEORGE YERKOVICH
Auditor of the CITY OF PORTLAND

By George Yerkovich
Deputy

INTRODUCED BY

COMMISSIONER MARGARET STRACHAN

NOTED BY THE COMMISSIONER

Affairs

Finance and
Administration

Safety

Utilities

Works

BUREAU APPROVAL

Bureau:

Human Resources

Prepared By:

LN

Date: 8/11/81

Budget Impact Review:

☒ Completed

☐ Not required

Bureau Head

Erma E. Hepburn

CALENDAR

Consent

Regular ☒

NOTED BY

City Attorney

City Auditor

City Engineer