



191114

Emergency Ordinance

*Ratify a successor collective bargaining agreement between the City and Laborers Local 483-Recreation for the terms and conditions of employment of represented employees in the Recreation bargaining unit

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and Laborers Local 483- Recreation (Laborers Local 483) are parties to a collective bargaining agreement effective July 1, 2017, to June 30, 2022, (the 2017-2022 CBA).
2. Laborers Local 483 is the sole and exclusive bargaining agent for all classifications listed in Schedule "A" in the 2017-2022 CBA.
3. On or about March 2nd, 2022, pursuant to the City's obligations under ORS 243.650 representatives of the City entered into negotiations for a successor CBA with Laborers Local 483.
4. On October 20, 2022, representatives of the City and Local Laborers Local 483 signed a Tentative Agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, that outlines the terms and conditions of employment for employees covered by the Recreation bargaining unit for the period of July 1, 2022, to September 30, 2026.
5. The agreement meets the City's bargaining interests by securing a successor labor agreement and agreeing to wage increases and other terms and conditions of employment.
6. Upon ratification by City Council, bargaining unit members will receive salary increases retroactive to July 1st, 2022. Salary rates for FY Two through the final year of the successor CBA are to be increased by the amount of any annual increase in the Portland CPI-W West Size A, adjusted on July 1 of each year. However, in no event shall the salary increase be less than one percent or greater than five percent
7. The successor CBA will continue the current health insurance premium share at 95 percent/5 percent for the life of the successor CBA
8. The Agreement continues to apply the principles of total compensation as the basis for bargaining all monetary subjects and ties general

Introduced by

[Mayor Ted Wheeler;](#)

[Commissioner Carmen Rubio](#)

Bureau

[Human Resources; Parks & Recreation](#)

Contact

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Requested Agenda Type

Time Certain

Date and Time Information

Requested Council Date

December 14, 2022

Requested Start Time

10:00 am

Time Requested

20 minutes (1 of 2)

Portland Policy Document

compensation to the Consumer Price Index (CPI). General wage increases will continue to be tied to the Portland CPI-W West Size-A.

9. The terms and conditions of the successor CBA shall conform substantially to a form similar to Exhibit A.
10. The Mayor, the Chief Human Resources Officer, and the City Auditor shall be authorized to execute the successor CBA with approval as to form by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- A. The Mayor, the Chief Human Resources Officer, and the City Auditor are authorized to execute the successor agreement between the City and Laborers Local 483 relating to the terms and conditions of employment for represented employees in the Recreation bargaining unit, with approval as to form by the assigned Deputy City Attorney.
- B. The successor CBA shall conform to a form similar to the Agreement attached as Exhibit A.
- C. The City is authorized to pay for all funds associated with the successor CBA from the General Fund.
- D. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists 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.

Documents and Exhibits

 [Exhibit A](#) (8.03 Mb)

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed by Council
December 14, 2022

Auditor of the City of Portland
Mary Hull Caballero

Impact Statement

Purpose of Proposed Legislation and Background Information

Ratify a successor collective bargaining agreement between the City and Laborers Local 483-Recreation for the terms and conditions of employment of represented employees in the Recreation bargaining unit

Financial and Budgetary Impacts

The total city-wide Year 1 (FY 2022-23) fiscal impact is estimated to be approximately \$1,589,000. The total fiscal impact for Year 2 (FY 2023-24) is estimated to be 2,194,000. The total fiscal impact for Year 3 (FY 2024-25) is estimated to be \$2,382,000. When fully implemented in Year 4 (FY 2025-26), the fiscal impact is estimated to be \$2,629,000. The cumulative four-year total fiscal impact is estimated at \$8,793,000. These amounts represent General Fund's Parks Bureau amounts, and were based on pre-Covid, FY 2018-19 COLA adjusted payroll file.

Community Impacts and Community Involvement

This action is largely internal to the City government process.

100% Renewable Goal

Not applicable.

Budget Office Financial Impact Analysis

The current year FY 2022-23 total cost impact of this CBA is \$1.6M. Outyear costs of this labor contract will be built into the bureau's budget and be built into the General Fund ongoing appropriation targets at a rate of proportionate to the portion of their Fund 100 budget that is driven by personnel costs (currently 57%). The bureau projects that the remaining 43% will be absorbed by the Parks 2020 Local Option Levy resources (33%) and bureau external revenue (10%). The Bureau of Human Resources the cumulative four-year cost of this CBA to be \$8.8M with a projected General Fund impact of \$5M (approximately 57%).

Agenda Items

1039 Time Certain in December 14-15, 2022 Council Agenda

Passed

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Jo Ann Hardesty Yea

Mayor Ted Wheeler Yea