

ORDINANCE No. 186428

*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 (Ordinance)

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 (CBA) effective July 1, 2010 to June 30, 2013 (the 2010-2013 CBA).
2. Laborers Local 483 is the sole and exclusive bargaining agent for all classifications listed at Schedule “A” in the 2010-2013 CBA.
3. On or about March 11, 2013, pursuant to the City’s obligations under ORS 243.650 *et seq.*, representatives of the City entered into negotiations for a successor CBA with Laborers Local 483.
4. On December 19, 2013, representatives of the City and 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, 2013 to a date undetermined (the successor CBA).
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. As of the date this ordinance is submitted, Laborers Local 483 is expected to ratify the Agreement on or before January 14, 2014.
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 the Portland CPI-W.
8. Upon ratification by City Council, bargaining unit members will receive a salary increase of fifty percent (.9%) of the annual increase in the Portland CPI-W for the first year of the successor CBA retroactive to August 29, 2013. Salary rates for FY Two through the final year of the successor CBA are to be increased by 100% of the annual increase in the Portland CPI-W, adjusted on July 1 each year. However, in no event shall the salary increase FY Two through the final year of the successor CBA be less than one percent or greater than five percent.
9. The successor CBA will continue the current health insurance premium share at 95 percent / 5 percent for the life of the successor CBA.

10. The parties have agreed to adopt the language that will be in the successor agreement between the City and the District Council of Trade Unions (DCTU) for Article 6, Job Security and Outside Contracting. Until such time a DCTU successor agreement between the City and the DCTU is in place, the language in the 2010-2013 CBA will apply.
11. The parties have also agreed to adopt the same duration date that will be in the successor agreement between the DCTU and the City.
12. The successor CBA provides for a Professional Development Fund (PDF) in the amount of \$15,000 per fiscal year for each year of the successor CBA. Portland Parks & Recreation will administer the program. The new article that establishes the PDF will sunset upon the expiration date of the successor CBA.
13. The successor CBA provides for a classification and compensation market survey and job description review to begin in or about August 2014. The results will be provided to Laborers Local 483 prior to the expiration of the successor CBA.
14. The successor CBA provides that the City may employ recreation support persons on a limited basis in the maximum amount of 1,600 hours per calendar year, with the number of recreation support persons employed by the City to gradually decrease over the course of the successor CBA. The cost associated with this provision will not impact the current service level budget for Portland Parks & Recreation.
15. The graveyard shift previously was defined as a shift that begins between 7:00 p.m. and 5:59 a.m. Effective with the successor CBA, the graveyard shift will be defined to begin anytime between 7:00 p.m. and 4:59 a.m.
16. The terms and conditions of the successor CBA shall conform substantially to a form similar to Exhibit A.
17. The Mayor, the Human Resources Director 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 Human Resources Director 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.

186428

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:

JAN 22 2014

LaVonne Griffin-Valade

Auditor of the City of Portland

By



Deputy

Mayor Charlie Hales

Prepared by: Anna Kanwit:JKU:ss

Date Prepared: January 7, 2014

Agenda No.
ORDINANCE NO.
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<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p>	<p>CLERK USE: DATE FILED <u>JAN 17 2014</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p>	<p>LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u>[Signature]</u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: OMF/Human Resources Interim CAO: Fred Miller <u>[Signature]</u> Bureau Head: Anna Kanwit <u>[Signature]</u></p> <p>Prepared by: Jon Uto:ss Date Prepared: January 7, 2014</p> <p>Financial Impact & Public Involvement 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>Council Meeting Date: January 15, 2014</p> <p>City Attorney Approval: <input checked="" type="checkbox"/> Heidi Brown, Deputy City Attorney required for contract, code, easement, franchise, comp plan, charter <u>[Signature]</u></p>	<p>ACTION TAKEN:</p>

AGENDA 2 of 2

TIME CERTAIN ☒ 9:45 a.m. to 10:00 ss
Start time: 2:00 p.m.

Total amount of time needed: 30 minutes
(for presentation, testimony and discussion)

CONSENT ☐

REGULAR ☐
Total amount of time needed: _____
(for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	