

Chapter 3.99 Fair Wage Policies – PROPOSED CHANGES

3.99.005 Policy.

It is the policy of the City of Portland that employees performing ~~certain categories of~~ work under formal service contracts with the City of Portland be guaranteed a minimum fair wage including benefits to equal a specified minimum total compensation. ~~City bureaus and operating units have the discretion to implement this policy in a reasonable manner.~~

3.99.010 Covered Services.

The Fair Wage Policy applies to **[all]** formal service contracts entered into by the City of Portland, **[including, but not limited to, contracts]** for janitorial, security, **[concession,]** and parking attendant services.

3.99.015 Compliance.

**[A.]** City of Portland bureaus or operating units entering into formal contracts for covered services shall include the annual minimum wage and total compensation amount established by the City Office of Management and Finance in all procurement announcements and resulting contracts. Compliance with the minimum wage and total compensation requirements shall be monitored through submission of monthly certified payroll **[and any subcontract to the Fair Wage Citizen Review Board]**, mandatory employee notification of annual minimum wage and total compensation rates via on-site postings, designation of a bureau-based individual responsible for compliance monitoring and complaint resolution **[who will report to the Fair Wage Citizen Review Board]**, and other measures deemed appropriate by the City.

**[B. Any employee performing work under a contract with the City for covered services, including part-time or temporary work, shall be a third-party beneficiary under the contract and entitled to restitution for an employer’s non-compliance with this Chapter.]**

**[C.]** Contracts entered into by the City for covered services shall also include a non-retaliation clause protecting workers who assert wage claims based on this Chapter.

3.99.020 Adjustments

The fiscal year ~~2000-01~~**[2014/15]** minimum wage shall be ~~\$8.00~~**[15.00]**/hour with a minimum total compensation of ~~\$9.50~~**[17.20]**/hour. "Total compensation" includes wages and the employer’s cost of paid leave, life or health insurance, or retirement, but does not include mandated employer costs such as FICA, state unemployment insurance, or other payroll taxes. **[Except as provided in Section 3.99.015,]** ~~¶[t]~~he Office of Management and Finance shall provide City bureaus with a yearly minimum wage and minimum total compensation figure for covered services which is anticipated to be adjusted annually in light of any year-to-year percentage increase in the Portland/Salem Consumer Price Index wage earners (cpi-w) as published by the Bureau of Labor Statistics in February of each year. ~~In making these adjustments, the Office of Management and Finance shall take into account the City’s overall financial picture, and this code shall not be interpreted to require any increase which is inconsistent with the City’s financial health and capabilities.~~

**[New Section] 3.99.025 Review Board**

**A. The City of Portland hereby establishes a Fair Wage Citizen Review Board composed of five citizen members appointed by the Mayor. Members shall serve for terms of three years. At least two members serving on the Board shall be affiliated with a labor organization.**

**B. Any member of the Fair Wage Citizen Review Board may be removed from office by the Mayor for due cause, such as malfeasance in office, incapacity, or neglect of duty.**

**C. The Office of Management and Finance may seek permission from the Fair Wage Citizen Review Board to suspend or waive an increase in the minimum wage as otherwise required by Section 3.99.015. Any suspended or waived increase requires a majority vote of the Board in the immediately preceding fiscal year.**

**D. The Office of Management and Finance may seek permission from the Fair Wage Citizen Review Board to exempt a contract for covered services from the requirements of this Chapter. Any exemption from this Chapter requires a majority vote of the Board.**

**E. In addition to its other duties, the Fair Wage Citizen Review Board shall monitor possible evasions of this Chapter and advise the Mayor on future revisions to the ordinance.”**

UNION ENDORSERS - \$15 minimum wage

Oregon AFL-CIO

NW Oregon Labor Council

Portland Jobs with Justice

SEIU 49, 503 (Oregon service employees, private & public)

OEA (Oregon teachers)

OSEA (Oregon school employees)

AFT-OR (Oregon teachers, school workers)

AFSCME 75 (Oregon public workers)

UFCW 555 (Oregon food & commercial workers)

ONA (Oregon nurses)

OFNHP (Oregon nurses)

OSALC (Oregon letter carriers)

PCUN (Oregon farmworkers)

UA 290 (Oregon plumbers & pipefitters)

AFT 2277 (community college faculty)

ATU 757 (transit)

LIUNA 483 (laborers)

ILWU 5, 8 (longshore & bookstore)

AFSCME 88, 328 (county workers & hospital workers)

CWA 7901 (communications workers)

AFM 99 (musicians)

VOZ (day laborers)

IBEW 48 (electricians)

Teamsters 206 (warehouse & bus drivers)

PAT (Portland teachers)

PTE 17 (professional and technical workers)

## Parsons, Susan

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**From:** Jamie Partridge <jamiep7206@aol.com>  
**Sent:** Tuesday, October 28, 2014 2:44 PM  
**To:** Parsons, Susan  
**Subject:** re: Council testimony Dec. 10

Hello Sue,

As per our phone conversation today, please sign me up for Council Communications, public testimony, 9:30am, Wed. Dec. 10 to speak on the City Fair Wage Policy.

Sincerely,  
Jamie Partridge  
503-752-5112

-----Original Message-----

**From:** Jamie Partridge <jamiep7206@aol.com>  
**To:** karla.more-love <karla.more-love@portlandoregon.gov>  
**Sent:** Mon, Oct 27, 2014 9:48 pm  
**Subject:** Council testimony Dec. 10

Hello Karla,

As per my phone conversation today, please sign me up for a 3 min. slot under City Council public testimony at 9:30am, Wed. Dec. 10.

Sincerely,  
Jamie Partridge  
503-752-5112

Request of Jamie Partridge to address Council regarding the City Fair Wage Policy  
(Communication)

DEC 10 2014

PLACED ON FILE

Filed DEC 05 2014

**LaVonne Griffin-Valade**  
Auditor of the City of Portland

By 

COMMISSIONERS VOTED AS FOLLOWS:		
	YEAS	NAYS
1. Fritz		
2. Fish		
3. Saltzman		
4. Novick		
Hales		