

IMPACT STATEMENT

Legislation title: *Authorize a Partial Compliance Agreement between the City on behalf of Portland Parks & Recreation and Laborers' Local 483, Laborers' International Union of North America that partially implements Arbitrator David Stiteler's Opinion and Award concerning the Bargaining Unit Work Grievance filed under the Recreation collective bargaining agreement (Ordinance)

Contact name: Jon Uto, Labor Relations Coordinator
Contact phone: 3-3524
Presenter name: Anna Kanwit, Human Resources Director

Purpose of proposed legislation and background information:

The purpose of this ordinance is to authorize a Partial Compliance Agreement (the Agreement), Exhibit 1 attached hereto and incorporated herein by this reference, between the City on behalf of Portland Parks & Recreation (PP&R) and Laborers' Local 483, Laborers' International Union of North America (the Union). Within the Agreement, the parties agreed how to partially implement Arbitrator Stiteler's Opinion and Award concerning the Bargaining Unit Work Grievance filed by the Union on June 14, 2013. The Agreement lists certain steps to be taken by the parties between July 1, 2015 and December 1, 2015 in hopes of reaching complete agreement.

Upon authorization by City Council, PP&R shall make temporary appointments of non-bargaining unit Casual employees to the bargaining unit for 12 regular full-time, 30 regular three-quarter time, 19 regular part-time, and 25 full-time limited term positions, or the full-time equivalent thereof. Such appointments shall be retroactive to July 1, 2015 for purposes of pay and benefits, minus any pay received by the person appointed for performance of the same work from July 1, 2015 to the appointment. For anyone appointed to these positions under the Agreement, these employees shall receive health care benefits under the Recreation 2013-2017 CBA even if the appointment is a temporary appointment.

Financial and budgetary impacts:

The General Fund fiscal impact of converting the identified Casual positions to bargaining unit positions is estimated to cost between \$1,674,000.00 and \$2,355,443.01 in fiscal year 2015-16. This estimate assumes a 12 percent increase in the number of hours that will be worked under the new wage rate, which is an hourly rate of \$18.56, and benefit rate of 65 percent.

Community impacts and community involvement:

There was no community involvement. This action is largely internal to City government processes.

Budgetary Impact Worksheet

Does this action change appropriations?

- YES: Please complete the information below.
 NO: Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount
