

Portland Chapter Meeting Notes from Tuesday, March 5, 2019 in room 513 of the Sixth & Main Building (Congress Center)

Officers and Representatives present:

Paul Cone, President
Mary Edin, Secretary
Andrew Neuman, Treasurer
Rachel Whiteside, PROTEC17 Union Representative
Elliot Levin, PROTEC17 Research Director and Legislative Advocate

Agenda:

Introductions
Representative Report
Legislative Update
Professional Development Fund
Talking about the Union in the Workplace

Notes:

1) Representative Report:

Budget Deficits: Rachel discussed budget deficits that impact members in Bureau of Development Services (BDS), Bureau of Planning and Sustainability(BPS), and Parks & Recreation(Parks).

- **BDS:** Impacted employees are variously bumping, leaving, or receiving new assignments.
- **BPS:** Are hiring some of BDS impacted employees short-term, but are facing their own layoffs. Grant Funding may help
- **Parks:** Knowingly submitted an unbalanced budget. Two PROTEC17 employees, an engineer and a planner, may be impacted. The recreation group, although not our members, will be impacted the most initially. Management is looking for placement opportunities around the city, including union positions, for these impacted employees, so this could impact PROTEC17 members.
- Rachel suggested seeing the bureau budgets on the City Budget Office website (<https://www.portlandoregon.gov/cbo/78554>). Budget Office responses have not yet been posted.

Multiple Bureau Labor/Management Committees (LMCs):

PBOT (Ruthanne Bennett):

PBOT is building SAP modules to track performance evaluations which will feed into merit calculator tool. They are considering mandatory 360 evaluations. A pilot group of non-represented employee evaluations will be in 2019. It will be extended to all non-represented employees in 2020, then implemented for all employees in 2021.

BTS (Paul Cone):

BTS recently did their annual employee Speed of Trust survey. The LMC is working through the results.

Citywide LMC (chapter officers, bureau representatives, and labor relations):

The LMC has completed work on a standardized citywide protective gear reimbursement form. Working now to get the form to the responsible person in each bureau.

Grievances: There are two pending grievances.

Merit Pay Tool: Some union positions (all in BTS) follow the HRAR rules for pay increases. The city is developing a tool that will put all of these employees on the same schedule for the roll-out of performance evaluations. The tool would have a specific task for each quarter, with a pay increase rollout on January 1 of each year. PROTEC17 has questions about adjusting for starting dates at different times of the year.

[Portland Building contingency fund \$400K-\$700K]

[meeting with Amanda Fritz 1st week of April]

Health Plan Committee:

- **No big changes expected in our health plan**
- **Kaiser:**
 - health plan costs keep going up, and city has an interest in reining in the costs.
- **Moda:**
 - considering adding better access to telehealth or virtual office visits
 - mental health initiative

2) Legislative Update:

Elliot reported on several items in the current legislative session that affect union members. These include prescription drug costs, PERS IAP, workplace fairness and discrimination, and bills affecting collective bargaining and representation. Elliot invited members to sign up for a legislative update email for those who would like to follow these topics more closely.

3) Professional Development Fund:

We need to spend \$64K in the next four months. The PDF Fund committee will be considering raising the individual limit to \$2,000. Remind members that these funds are not just for training or conferences. PDF funds can also be used for professional dues, professional licenses, college classes, or books that relate to an employee's current job.

4) Talking About the Union in the Workplace:

- Non-represented employees have been reaching out to the union and trying to get organized.
- PROTEC17 and ASFCME are both supporting this, and working to identify positions that align best with each union.
- Rachel shared a "Know the Facts" handout that included some facts to help us discuss the union and the organizing effort with coworkers. Another recommended handout is the "Why Be in a Union" handout.
- Keep in mind "It's OK to talk about the union in the workplace". Many of us work in offices where we may have PROTEC17, non-represented, or other union coworkers, and we shouldn't have to worry about getting in trouble talking about the union. The basic guideline is: "If it's OK

to talk about the Blazer Game, it's OK to talk about the union." When it would not be OK to talk about the Blazer Game, it's probably not a good time to talk about the union.

- Have communications in person, or with your personal email.
- Organizers will be coming from the Seattle office to help with this effort.