

## **Portland Chapter Meeting Notes from Tuesday, April 2, 2019**

### **Officers and Representatives present:**

Paul Cone, President  
Sarah Spots, Vice President  
Mary Edin, Secretary (present via speaker phone)  
Andrew Neuman, Treasurer  
Elliot Levin, PROTEC17 Research Director and Legislative Advocate

### **Agenda:**

Introductions  
Representative Report  
Legislative Update  
Professional Development Fund Update

### **Notes:**

1) Representative Report (Elliot filled in for Rachel, who was on vacation):

#### **City Budget items –**

- The city continues to face budget cuts with potential layoffs in Parks and Development Services. Currently the 2 impacted PROTEC 17 positions are vacant, but Rachel is continuing to advocate for all labor members being impacted.
- Members were encouraged to attend the Townhall Budget Forum in the evening April 2 at IRCO and the Community Work Session on Parks, Recreation, and Open Spaces on Tuesday, April 9 at David Douglas High School.
- It was mentioned that the Bureau of Transportation (PBOT) budget is stable for now. Expect a measure to renew the gas tax on the ballot in May 2020.

#### **COLA -**

- The Consumer Price Index (CPI) that has been used in the past to determine our Cost of Living increase has been retired. PROTEC17 is partnering with Laborers Local 483 and AFSCME Local 189 to negotiate with the City for the appropriate alignment of our salary rates with another index. Elliot expects to know more after an upcoming meeting on April 9.

#### **ORGANIZING -**

- Since the City's recent non-represented employee Classification and Compensation study and the City's action freezing salaries in response to Oregon's Equal Pay Act, there has been increased interest among some non-represented employees to become organized into a union or to join an existing union.
- AFSCME and PROTEC17 have met to determine which non-supervisory classifications would fit best within each union, and there have been some joint meetings for non-represented employees to discuss the benefits of becoming union members, discover which union their job would align with, and, if they choose, sign cards. PROTEC17 is now reaching out to specific classifications among those that align best with PROTEC17. Two organizers will be coming from the Seattle office next week with a presentation and opportunity to ask questions and sign

cards. Current PROTEC17 members are encouraged to come to these meetings and help with the conversations.

- Currently, we need a physical card from each prospective member. The legislature is working on a way to have a phone sign-up available.

## 2) Legislative Update:

Elliot gave a legislative update including summaries on the following:

1. The PERS revenue conversation
2. The Oregon Public Employee Collective Bargaining Act (PECBA) changes in HB2016, which including access to new employees for orientation and time for stewards to perform union business
3. The legislature is considering extending the statute of limitations to report harassment and discrimination claims, and also make it illegal to ask about a job applicant's prior harassment or discrimination claims.
4. The legislature is also considering a couple of different measures to control the price of pharmaceutical prescriptions.

## 3) Professional Development Fund (PDF) Update:

Andrew Neuman reminded members that the PDF limit is now \$3,000 per member for the fiscal year. This can be retroactive to conferences for which you were partially reimbursed initially, for which you paid the balance. We have \$64,000 to spend so that the remaining funds will roll over to next fiscal year.

City payments are no longer reimbursable by the PDF fund (would be considered taxable by the IRS). The employee must pay and then be reimbursed.

Examples of reimbursable items that may qualify: conference registration, professional memberships, professional licenses, study materials, software, training materials, books.