

Portland Chapter Meeting Notes from Tuesday, February 5, 2019 in room 7A of the 1900 Building

Officers and Representatives present:

Paul Cone, President (present by speakerphone)

Mary Edin, Secretary

Andrew Neuman, Treasurer (was able to attend most of the meeting, but not all due to schedule conflicts)

Rachel Whiteside, Union Representative

As Mary Edin was the only officer physically present at the beginning of the meeting, she presided over the meeting. Several attendees present were impacted by current layoffs, so we spend more time on budget updates, and had less time for the other items this month.

Agenda:

Budget Updates

City of Portland PROTEC17 Professional Development Fund (PDF Fund) update

Union organizing actions

Other issues

Notes:

1. **Budget updates.** Those on Budget Advisory Committees (BACs) or Labor Management Committees (LMCs) were invited to report.
 - a. **Bureau of Development Services (BDS):** Rachel reported on the BDS BAC. BDS is continuing to eliminate positions.
 - i. 3 positions were impacted in December
 - ii. 8 additional positions were impacted in JanuarySo far, affected employees have been re-assigned to other positions in the city. Rachel expects to learn more at an upcoming BDS LMC on February 6.
 - b. **Portland Bureau of Transportation (PBOT):** Ruthanne Bennett reported on the PBOT BAC
 - i. PBOT's budget is going up, and they continue to be hiring more people
 - ii. 1% budget cut recommendations would be in street lighting, not in staff positions. This is good news, because the cut recommendations often impact positions, but not this year.
 - c. Rachel requested that anyone having difficulty being able to get rain gear or boots for their job to let her know. It appears that BDS is not approving requests right now because they are considered "not essential" for them to do their work.
 - d. Member expressed concern about other bureaus, like PBOT, reclassifying planning positions. They felt it was to prevent laid-off BDS staff from bumping into their positions. [See discussion later under Reclassification Concerns.]
 - e. **Bureau of Planning and Sustainability (BPS):** Jeff Caudill reported on the BPS BAC.
 - i. BPS has added (temporarily) two people who were laid off from BDS. This is from extra funds they have through not having a bureau director, so they will not be able to continue beyond June.
 - ii. They are requesting five new positions from expected one-time funding. These positions will be on the land use side of the bureau. Could be 0-5 positions.

- iii. Parks (PP&R), like BPS, also has structural deficits, and is balancing the budget through \$10M of 1-time funding. They are implementing:
 - 1. Hiring freeze
 - 2. Stopping buying supplies
 - 3. Not filling vacancies
 - 4. Plan to possibly stop programs rather than have across-the-board cuts
 - f. **Office of Management & Finance (OMF):** Rachel reported on the OMF BAC.
 - i. OMF is making big requests of the general fund.
 - ii. They may propose themed packages that benefit multiple bureaus

2. **Reclassification Concerns.**

- a. Rachel Whiteside explained PROTEC17's response to reclassifications and what constitutes a concern
 - i. The union receives notice about all reclassifications
 - ii. If the position is staying in the bargaining unit, for instance when some planners were promoted to a Transportation Specialty, the union generally does not oppose. The positions were held by employees eligible for a promotion.
 - iii. Some positions were reclassified that were vacant at the time of reclassification, and that is a concern.
 - iv. A new non-represented classification was added at the top of the engineer series, and PROTEC has requested that this new classification be represented.
- b. Discussion of bumping and recall rights in response to member questions.
 - i. Rachel explained planner specialties. Planners at the associate level can bump into any position because there is no specialty assigned. Higher level planners earn seniority in any of several specific specialties. They can only bump according to their seniority in those specialties.
 - ii. Rachel explained recall rights in response to member questions. If you bump to a lower classification, you have recall rights to your old position if it becomes available. You do not have recall rights if you bump to the same classification in another division or group.

3. **January PDF Fund training report.**

Andrew Neuman reported on the Professional Development Fund (PDF) training held in February. Rachel explained the difference between the PROTEC17 PDF on the PROTEC17 website and our City of Portland Chapter PDF. Information and forms for the Chapter specific fund can be accessed through the BHR link. We receive \$175,000 a year, with a \$1,500 per member limit. There is still about \$75,000 still available this year.

4. **Attendance Incentive.**

Rachel encouraged everyone to remind members to take advantage of another contract benefit, the attendance incentive. If members have used less than 50% of their accrued sick leave for 2018 and have 100 hours in their bank, they can convert up to 25% of their remaining sick leave hours from 2018 to vacation. This is based on the calendar year, not the fiscal year.

5. **Actions right now – Organizing.**

Rachel Whiteside shared about the city email to >1,200 non-represented city employees. Email indicated their compensation was "red circled" and not eligible for cost of living or other increases. PROTEC17 is working with AFSCME and talking with people in non-represented

classifications about interest in becoming represented. This effort is spearheaded by a non-represented employee.

What we are doing, together with other unions and non-represented employees interested in being represented:

- We are holding regular drop-in information sessions for interested non-represented employees to talk with union stewards and representatives.
- Identifying appropriate union alignments for non-represented classifications
- PROTEC17 members are encouraged to talk with non-represented employees in technical positions. There are several hundred employees who may qualify for PROTEC 17 representation
- Organizers will be coming from the Seattle office (specifics pending)

6. Other actions.

- a. We have not dropped the issues about the Portland Building
- b. OMF
- c. 6th & Main