



City of Oregon City

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Staff Report

File Number: 17-123

Agenda Date: 3/15/2017

Status: Consent Agenda

To: City Commission

Agenda #: 8e.

From: Human Resources Director Jim Loeffler

File Type: Contract

SUBJECT:

AFSCME Collective Bargaining Agreement for the Period July 1, 2016 - June 30, 2019

RECOMMENDED ACTION (Motion):

Staff recommends that the City Commission approve the proposed collective bargaining agreement between the City of Oregon City and Oregon City Employees AFSCME (American Federation of State, County and Municipal Employees Union) Local 350-2, Council 75 for the period of July 1, 2016 - June 30, 2019.

BACKGROUND:

The following terms were negotiated and ratified by the Union members:

Article 5 - Hours of Work

- Created Flex Time Agreement language that provides both employees and City a means to work flexible schedules without incurring additional overtime cost.

Article 6 - Compensation

- Provides for cost of living increases of 3%, 2% and 2% each year over the life of the contract.
- Clarified overtime language.

Article 13 - Tool and Boot Allowance

- Increases mechanics tool allowance to \$700 per year.
- Requires supervisors conduct an OR-OSHA Personal Protective Equipment (PPE) Assessment and agree safety boots are necessary for the position prior to authorizing a boot reimbursement allowance.

Article 17 - Holidays

- Public Work employees will receive overtime and saved holiday if called back to work on the actual holiday vice observed holiday.
- Clarifies that any employee called to work on the actual holiday vice observed holiday will be paid at the overtime rate and receive eight (8) hours of floating holiday or compensatory time. Part-time employees shall receive regular rate of pay and pro-rated holiday based on their FTE.

Article 19 Sick Leave

- Language added to conform with Oregon Sick Leave Law.

- Added language that clarifies the definition of immediate family member that an employee may use sick leave for.
- Revised the period that is used to determine sick leave incentive award.

Article 24 - Employee Insurance Benefits

- Sunset of City \$100 contribution to a retiree health plan for employees hired after June 1 2016 who retire from City at or after PERS retirement age.

Article 26 - Layoff

- Clarified lay off process
- Added constructive layoff process language in the event of FTE reduction vice position elimination.

Article 35 - On-Call Duty & Call Back

- Clarified definition of on-call duty.
- Removed the option for an employee to receive 8 hours of compensatory time if on-call during a holiday. Options now are only overtime or floating holiday.
- Increased the compensation an on-call employee receives from \$200 per seven day period to \$300.

Article 36 - Definitions

- Agreed to change the time limit for a temporary / seasonal employee from 120 days to 180 calendar days.

BUDGET IMPACT:

Amount: Estimated cost over the life of the contract - \$975,000

FY(s): FY 17-18-19

Funding Source: Various Funds throughout the City Budget