

## Negotiation topics and issues

Over the last three years member leaders and stewards have used the current contract – and we’ve made sure to track issues along the way. We’ve combined that information with feedback we received at recent member events and surveys to compile this list of items to tackle at the negotiations table.

This listing is not inclusive of all topics we will cover but is a good overview of what we are working on. There are topics that cannot be addressed during negotiations but we have lots of other strategies and tactics to make change happen. This includes a special labor-management project team to look at HHW classifications and career ladder improvements.

### **Wages**

Over 30% of our members surveyed reported having a hard time “getting by” in the Portland region. Folks are experiencing housing and food insecurity, and for certain, annual wage increases have not been tracking with the rising costs of living. It is no longer the fight for \$15. In fact, some Metro programs often use a starting hourly “livable wage” of \$18 to 22. Annual wage increases that are commensurate with rising costs of living and improving wages for some of our most vulnerable members are key priorities. We are also researching a handful of classifications that are below market including the Scalehouse and Accounting series classifications.

### **Unfinished business at OCC**

We must finish what we started from last negotiations when OCC and Expo won a 7-step wage schedule: increasing the difference between each step to 5% and addressing the starting wage for the Event Custodian classification.

### **Fix the Split: Retirement and vacation accrual**

This topic merits its own handout. In short, we have two groups of members, based on hire date, with different retirement and vacation benefits. Over the years this difference has created financial inequity that is in opposition to our values and goals as a union. This round of negotiations we will attempt to *Fix the Split* and have one equitable and fair PERS retirement benefit for all members. Additionally, we will attempt to address the impacts of Senate Bill 1049 a bill passed by the Oregon legislature in Summer 2019.

### **Article 2. Recognition**

Update to reflect current representation of unit. Change definition of temporary status to variable hour status.

### **Article 4. Union security**

Update to reflect 2017 Janus decision and major improvements to the Oregon Public Employee Collective Bargaining Act updates passed by the Oregon State Legislature in Summer 2019.

### **Article 6. Hours and shifts**

Reword for clarity the language on notice of schedule change. Update shift start and end times for pay differentials to support majority hour language and functionality with Kronos timekeeping. OCC: Add language requiring

union notification for schedule blackout and temporary shift moves. Paid lunches for OCC maintenance specialists who are on-call during meal breaks. Research graveyard shift for “true” two days off.

### **Article 7. Overtime, compensatory and bonus time**

Add language to provide overtime to workers who are scheduled for more than 5 to 6 days in a row spanning workweeks. Improve mandatory overtime language to support workers (largely at OCC – who too frequently face chronic mandatory overtime. Allow overtime that is converted to comp time after May 1 of each calendar year to roll over to next fiscal year.

### **Article 8. Holidays**

Research study periods for pro-rated benefits to ensure blackout dates at OCC do not negatively impact workers’ benefits such as holiday pay and new transit benefit requirements. Clarify holiday schedules for OCC graveyard shift.

### **Article 9. Vacation**

Clarify that accrual tier placement is hire date into organization, any position, including temporary status. Clarify vacation request and approval language, require response time from management on vacation requests.

### **Article 10. Sick leave**

Explore adding language that allows Sick leave donation within AFSCME membership.

### **Article 11. Other leaves**

Clarify 11.4 that with approved FMLA leave, members can “protect” 40 hours or less of vacation time. Modify bereavement leave (see Equity section).

**Article 12. Health and welfare**

Research possibility of a health care stipend for part-time and temporary status workers employed for a certain number of consecutive days or hours (not benefit eligible). Health care is expensive enough, we will hold firm – no increases to the 92-8% premium split.

**Article 14. Salary administration**

Clarify the effective date of negotiated pay for new classifications. Research the functionality of 14.3 re: working out of class for more than three consecutive days – is this applied equitably at all worksites? Add language that working-out-of-class assignments over 12 months are eligible for step increases. Discuss part-time probationary term.

**Article 16. Seniority**

Add language that provides seniority rights for Event Custodians. Research use of temporary status workers to inform seniority rights for those hired into regular status positions. Examine/ revisit language under 16.6b re: length in position for bumping and seniority in prior classification.

**Article 18. Safety and health**

Research language requesting heating, air conditioning and appropriate lighting for workers.

**Article 24. Inclement weather**

Overhaul existing article that reflects the variety of weather conditions workers face in different parts of the region. Look at language that requires list of volunteers be used first for inclement weather events. Lengthen report time. Clarify definition of essential employees.

**26. Contracting out**

Strengthen language to require proof of cost savings and comparable wages, benefits, etc.

**Article 31. Clothing allowance**

Improve language for equitable clothing and shoes allowances regardless of worksite. Update article to reflect prescription safety glasses for all impacted workers. Improve language to support administration of clothing allowances: clarify timing and frequency of use, examine timeliness of reimbursement processes (workers are waiting too long to get their clothing allowance paid back). Consider vendor vouchers and other agreements to help workers get needed resources. Add shoe allowance for Event Custodian classification.

**Article 34. Transit and parking**

Update article to reflect current status of transit pass benefits. Research paid parking benefits for improvements.

**Article 35. Temporary employees**

Research existing use of temporary status for positions that should be part-time benefit-eligible. Look at use of other non-represented AFSCME classifications that would benefit from representation. Strengthen language and rights for this group of workers including overtime when shifts are less than 8 hours apart and health care incentive (see Article 12 notes). Examine seniority rights when hired into regular-status position in same classification.

**NEW Automation:** Addresses jobs being replaced by technology. Add protective language to require notification for demand to bargain and consultation/establishment of a labor-management advisory committee at planning, pre-bid/ procurement/planning stages.

**EQUITY INITIATIVES**

As a union, equity is at the heart of many of our activities and values. AFSCME Local 3580 is committed to centering equity throughout the planning and negotiations process as well as in our day-to-day activities. An advisory group of members focused on equity and inclusion will be convened for feedback and guidance along the way. We welcome ideas, feedback and criticism that helps us together, improve equity for all workers at Metro. While equity will be addressed throughout the contract, the following are new additions to our contract:

**Family of choice for bereavement leave**

New language that expands definition of family to recognize non-traditional family.

**Translation, interpretation knowledge compensation**

Provides for pay differential for workers using another language (translation and interpretation) or using culturally-specific knowledge to complete job tasks. Provides guidance on interpretation and translation training and resources for bilingual staff.

**Restorative justice program and mediation funds**

Provides Metro-funded “seed” money for professional services to develop a framework for a restorative justice program and funds for conflict resolution and mediation services.

**No prejudicial harassment**

New language affirming: complaint procedures, no prejudicial harassment, no microaggressions and addresses hostile workplace and bullying.