



PROSPER
PORTLAND
Building an Equitable Economy

DATE: December 14, 2022
TO: Board of Commissioners
FROM: Kimberly Branam, Executive Director
SUBJECT: Report Number 22-37

Authorizing the Executive Director to Execute a Letter of Agreement Between Prosper Portland and American Federation of State, County, and Municipal Employees, Council 75, Local 3769 to Extend the Parties' Collective Bargaining Agreement by One Year

BOARD ACTION REQUESTED AND BRIEF DESCRIPTION

Adopt Resolution No. 7473

This action by the Prosper Portland Board of Commissioners (Board) will authorize the Executive Director to execute a Letter of Agreement between Prosper Portland and American Federation of State, County, and Municipal Employees, Council 75, Local 3769 (AFSCME) which was negotiated by authorized representatives of Prosper Portland and AFSCME, amending the parties' Collective Bargaining Agreement (CBA). Staff are proposing that the Prosper Portland Board authorize the Executive Director to sign the Letter of Agreement, which extends the CBA by one year and makes other changes to the CBA.

STRATEGIC PLAN ALIGNMENT AND OUTCOMES

Executing the Letter of Agreement will deliver on Prosper Portland's Strategic Plan goal of operating an equitable, innovative, and financially sustainable agency, by extending the existing CBA, which allows more time to address the high volume of vacancies and staff capacity before negotiating an entirely new CBA.

BACKGROUND AND CONTEXT

On May 1, 2007, in a vote conducted by the State of Oregon Employment Relations Board, eligible Prosper Portland employees elected to be represented by AFSCME. Successor CBAs were reached and approved by the Prosper Portland Board through Resolution No. 6899 on July 27, 2011; through Resolution No. 7021 on August 20, 2013; through Resolution No. 7186 on June 8, 2016; and through Resolution No. 7325 on July 10, 2019. The current CBA was amended through Resolution No. 7371 on May 13, 2020, Resolution No. 7434 on October 27, 2021, and Resolution No. 7447 on April 20, 2022.

As COVID-19 restrictions have lifted, Prosper Portland continues to transition from a work-from-home to a hybrid work environment. Given the uncertainty this brings to employment relations, as well as the continued uncertainty of Prosper Portland's financial sustainability, Prosper Portland management and AFSCME reopened negotiations through expedited bargaining pursuant to the Public Employment Collective Bargaining Act and Article 26 of the CBA to discuss another extension of the current CBA, rather than negotiating a new CBA at this time.

After expedited negotiations, Prosper Portland management and AFSCME have reached the terms articulated in the Letter of Agreement. Represented employees voted and unanimously approved the Letter of Agreement that is now being submitted to the Prosper Portland Board for approval.

The primary terms of the Letter of Agreement are:

1. The current CBA will be extended until June 30, 2024.
2. 40 hours of COVID-specific sick leave will be replenished upon execution of the Letter of Agreement, and after June 30, 2022, employees who have exhausted this leave may request donations.
3. Pay ranges will increase 4% for cost-of-living increases. Employees will receive two, one-time bonus payments of \$4,000 to reflect the extraordinary quality of work during this time when Prosper Portland has had a number of vacant staff positions. In addition, employees at the top of their pay range will receive a third one-time bonus of 3.5%.
4. Implement a paid holiday week from December 26 to 30, 2022, and December 26 to 29, 2023.
5. Any adjustments to staff salaries necessitated by the agency-wide class/compensation study will be retroactive to June 1, 2023.
6. The \$20/pay period hybrid work allowance will be discontinued. Instead, the agency will split the cost of parking so that employees will be able to buy up to 4 parking passes per pay period for \$5 each.

EQUITY IMPACT

Executing the Letter of Agreement allows Prosper Portland to advance equity by recruiting and retaining a diverse workforce through equitable measures.

COMMUNITY PARTICIPATION AND FEEDBACK

There was no formal public participation related to this action.

BUDGET AND FINANCIAL INFORMATION

The fiscal year (FY) 2022-23 Revised Budget includes sufficient appropriation and personnel services to implement the Letter of Agreement.

RISK ASSESSMENT

The Prosper Portland Board could choose to not approve the Letter of Agreement or request modifications, in which case Prosper Portland management and AFSCME would commence negotiations on a new CBA.

ATTACHMENTS

None.