



CITY OF PORTLAND

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TO: Mayor Katz
Commissioner Francesconi
Commissioner Leonard
Commissioner Sten
Commissioner Saltzman
City Auditor Blackmer

FROM: Yvonne L. Deckard
Director, Bureau of Human Resources

SUBJECT: *Memorandum of Agreement* – Storekeeper/Acquisitions Specialists

Attached please find a tentative agreement negotiated between the City of Portland and the District Council of Trade Unions (DCTU). Upon ratification, this would establish a *Memorandum of Agreement* (MOA) covering employees in the classifications of Storekeeper/Acquisitions Specialist I, Storekeeper/Acquisitions Specialist II, and Storekeeper/Acquisitions Specialist II-Auto Parts Specialist. The MOA is effective upon ratification. A copy of the tentative agreement is attached to the Ordinance as Exhibit A.

As a component of the DCTU negotiations that concluded in December 2003 with a settlement six months before the expiration of the master *Labor Agreement*, selected classification specific matters were referred to “small team negotiations.” One of the matters addressed in the “small team negotiations” were certain terms and conditions for employees in the classifications of Storekeeper/Acquisitions Specialist I, Storekeeper/Acquisitions Specialist II, and Storekeeper/Acquisitions Specialist II-Auto Parts Specialist. Employees in these classifications work for BES, BoM, OMF and the Water Bureau.

Multiple formal negotiations sessions were convened between the parties wherein the wage rate history for this classification was discussed in detail. It became evident that the parties have had an ongoing disparate perception of commitments that may or may not have been expressed in the past. Nevertheless, the parties came to the bilateral conclusion that this long-standing dispute needed to be addressed once and for all to improve labor-management relations and employee morale. A compromise was obtained when the City agreed to a one-time payment not to become part of the wage schedule in exchange for a stipulation by the involved labor organizations that the “... bargaining dispute [was] resolved and that any issues giving rise to ... negotiations [had] been satisfied.” A tentative agreement was obtained October 15, 2004. On October 29, 2004 the DCTU President confirmed that this tentative agreement has been ratified by the DCTU.

The tentative agreement provides as follows:

- A one-time payment would not be included in the wage rate. The one-time payment would be equal to \$100 for each completed year of service the employee has had in the above referenced classifications. Years of services shall mean continuous years of service as of July 1, 2004.
- Regardless of years of service, the maximum payment to a single employee would be \$500.00.

- To be eligible for the payment, the employee would have to have successfully completed the probationary period as of December 1, 2003 *and* be in active payroll status as of the date the *Memorandum of Agreement* is bilaterally ratified.

Recommendation

This tentative agreement resolves a long-standing dispute. Further, the resolution provides a measure of recognition for the involved employees and avoids a permanent cost being built into the wage structure. This negotiations outcome represents the parties' best mutual efforts at compromise and I recommend that the City Council ratify the tentative agreement.

Cc: Tim Grewe