

Oregon AFSCME Local 189

BARGAINING UPDATE 3

On Tuesday June 11th we met with management for our third negotiation session. The Union presented 14 proposals and the City presented 5, including a response to our Vacation Proposal and Productivity Proposal. We also made three Tentative Agreements, (TA'S). You can see them in their entirety on our website.

What's Next?

You can help show our strength by signing a petition of support with you MAT member. We've set a strong framework proposing what is important to you - now is the time to show the City we are serious!

Union Proposals

- Strengthen our Recognition Clause
- Introduce Weekend Differentials and increase Shift Differentials
- Improve Layoff rights
- Improve Discipline language and update our Grievance Process
- Improving our Overtime language
- Improving our Holiday language
- Provide protection during inclement weather to use Admin time if you are unable to work
- Reserve future right on proposals for Telework
- Improve clothing allowance
- Improve the Professional Development Fund
- Establish a VEBA with a City contribution and ability to cash out Sick Time when you leave the City

City Proposals

- Clarify pay periods (TA)
- Update gender language of Jury Duty Article (TA)
- Updates Dues Checkoff language (TA)
- Management said NO to our proposal to include up to 80 hours of Comp Time as a potential reward in the Productivity Article
- Management gave a strong counter to our Vacation proposal, including a path forward for cashing out (selling back) up to a week of vacation and protecting workers from having their vacation unnecessarily interrupted or cancelled.

Have questions? Reach out to a Bargaining Team or MAT Member or Email our Council Representative Karly Edwards - kedwards@oregonafscme.org