

DCTU to City – Counter Proposal Package

DCTU Negotiations

September 19 December 13, 2024

Union TA:

City TA:

Article 1. Recognition

- 1.1 The City recognizes the Unions as the exclusive representative for all employees of the City in all classifications contained in Schedule A of this Agreement, as defined in sections 1.1.1, 1.1.2, 1.1.3, 1.1.5, and 1.2 below.
- 1.1.1 **Probationary Period.** The probationary period is defined as a six (6) month period from the date of hire, excluding any period of paid or unpaid leave exceeding one (1) week in duration. For example, an employee hired on January 7 would complete their probationary period at the end of their shift on July 7. ~~Notwithstanding the above, the probationary period for Facility Worker, Facility Maintenance Specialist, Facility Maintenance Technician, Vehicle & Equipment Mechanic, and General Mechanic shall be nine (9) months from the date of hire into the classification.~~ Apprentices and trainees in all classifications will not serve a Promotional Probationary Period at the completions of their apprenticeship. The probationary period may be extended for a period not to exceed three (3) months by mutual agreement between the City, the affiliated Union, and the affected employee.
- 1.1.2 Notwithstanding Article 1.1.1 above, failure or inability by an apprentice or trainee to successfully complete the designated apprenticeship or training program may result in termination from the apprentice or training program even after completion of the probationary period.
- 1.1.3 All employees upon hire will receive an offer letter specifying the official start date and end date of their probation. The City shall provide a copy of the offer letter to the appropriate Union. During their probationary period employees will be given a minimum of three (3) written evaluations with a copy to the employee and the Union at approximately one month, mid-term, and one month prior to the end of probation. Nothing in this section shall limit management's right to terminate the probationary period.
- 1.2 The City shall provide the appropriate Union with a copy of an employee's resignation, layoff, or separation notice.
- 1.3 **Regular/Probationary Employee.** Any employee who has regular or probationary status as provided by the Human Resources Administrative Rules and who works in a position budgeted on a yearly basis in a job classification contained in Schedule A.
- 1.4 **Regular Status Part-Time Employee.** Any employee whose employment is for less than full-time in a job classification contained in Schedule A. Regular part-time employees will be hired from the Civil Service register and will be given the first opportunity according to their standing on such register to become regular employees. The probationary period of regular status part-time employees will be nine (9) months from date of hire and step pay increases will be computed based on an hourly equivalence.
- 1.5 Regular status part-time employees will be paid in accordance with Schedule A and will receive fringe benefits, except Health and Life Insurance, on a pro-rated basis, half if the employee works less than seventy two (72) hours per pay period, full benefits if the

employee works **seventy two (72)** hours or more in the pay period.

- 1.6 Regular status part-time employees will be eligible for Health and Life Insurance coverage as provided in section 17.2.2.
- 1.7 Regular status part-time employees will accrue seniority based on regular hours paid and approved unpaid leaves of absences in their classification and shall not bump regular status full-time employees.
- 1.8 **Casual Employees.** Casual Employees as defined herein shall be excluded from the bargaining unit covered by this Agreement. A Casual Employee shall be defined as an employee who is employed for a limited duration of up to 860 hours in a calendar year.
- 1.8.1 The City may employ Casual Employees at any time of the year. However, a Casual Employee may only be employed for up to 860 hours in a calendar year. After working for 860 hours, a Casual Employee must have a break in service of at least ninety (90) days before they may be reemployed. Except for continuation overtime, Regular employees in the work unit will be offered overtime before Casual Employees.
- 1.8.2 Casual Employees will normally be assigned to common labor jobs and will not normally be upgraded to classifications covered by the contract except on an incidental basis as required by day-to-day workflow. Nothing in this Agreement will be construed to limit the City's right to hire additional personnel during emergencies beyond the City's control.
- 1.9 **Temporary Employee.** Any employee employed in a full-time budgeted position in a classification contained in Schedule A without regular status with the City. Recognition under this section shall not detract from any rights or benefits already pertaining to the employee, by virtue of their regular status in some other classification with the City. Contract rights for temporary employees are as provided in Schedule "B".
- 1.10 The City shall make available to a representative of each Union monthly, a listing of all employees appointed to positions in classifications contained in Schedule A. The list shall include all temporary appointments.
- 1.11 **Rehired Retirees.**
The City may reemploy a retired PERS or OPSRP employee pursuant to State Law and HRAR 3.06 – Employment of Retirees. . No rehired retiree may work for the City for more than two years, without approval from the affiliated Union and Human Resources Director. Rehired retirees will be able to request current hours from bureau timekeepers.
- 1.11.1 Rehired retirees are "At-Will" employees and the only Articles in the Collective Bargaining Agreement that shall apply to rehired retirees are Article 1: Recognition, Article 2: Union Security, Article 3: Dues Checkoff and Schedule A.
- 1.11.2 Any retiring employee in good standing who provides the Bureau sixty (60) or more days' notice of their intent to retire shall be offered the opportunity to work as a rehired retiree for a period of at least ninety (90) days commencing immediately after their official retirement date. "Good standing" shall be defined as an employee who has no documented discipline in their official personnel file maintained by Human Resources for the two (2) years prior to the date of retirement. This opportunity shall not apply to any employee who retires under a

Voluntary Retirement Incentive Program (VRIP).

- 1.11.3 The City and DCTU agree that either party may terminate this subsection at any time and for any reason upon thirty (30) days written notice to the other party.

- 1.12 Prior to any merger or consolidation of any division, bureau, or department by the City with any government agency, the City shall notify and consult with the Unions affected. Such notification will be given at least thirty (30) days prior to the merger or consolidation or, if thirty (30) days' advance notice is not available, at such time as the City has knowledge of the impending merger or consolidation.

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Article 15. Holidays

15.1 The following holidays shall be recognized and observed as guaranteed paid holidays:

15.1.1 New Year's Day, Martin Luther King's Birthday, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the day after Thanksgiving, Christmas Day and every day appointed by the President or the Governor of the State of Oregon as a universal holiday for all citizens.

(A) For Monday through Friday Schedules, whenever one of the above listed holidays falls on a Saturday, the Friday before said holiday shall be considered as a holiday and paid for as such. Whenever a holiday falls on Sunday, the following Monday shall be considered as a holiday and paid for as such.

(B) For schedules other than Monday through Friday, when a holiday falls on an employee's first regularly scheduled day off, the day before the holiday shall be considered the holiday and paid as such. If the holiday falls on their second or more contiguous regularly scheduled days off, the first scheduled workday following the holiday(s) shall be considered the holiday and paid as such.

(C) When a holiday is observed on an employee's regularly scheduled solitary day off, they will be permitted to defer the holiday with pay until a later date as described in section 15.2 below.

15.1.2 Notwithstanding the foregoing, those crews or work units which operate seven (7) days per week, twenty-four (24) hours per day, will observe Veteran's Day on November 11, Christmas on December 25, New Year's on January 1, Juneteenth on June 19, and Independence Day on July 4.

15.1.3 In operations that run a night shift and the operation is shut down on a holiday by mutual agreement between the supervisor and the Union, employees will be allowed the choice of holiday eve as their holiday rather than the night of the holiday.

15.2 Holiday Pay. Eligible employees shall receive holiday pay equal to each employee's regularly scheduled work shift for each of the holidays set forth above on which they perform no work. (For example, an employee who is regularly scheduled to work an 8-hour shift will be paid 8 hours holiday pay; an employee regularly scheduled to work a 10-hour shift will be paid 10 hours holiday pay.) In addition to an employee's holiday pay, they shall be paid the overtime rate for any holiday they are required to work. However, if an employee is regularly scheduled to work on a holiday, they will be permitted to defer the holiday with pay until a later date. An employee under this section can accumulate no more than ten (10) deferred or postponed holidays. Deferred or postponed holidays will be taken at a time mutually agreeable to the City and the employee. Deferred or postponed holidays will be used prior to the vacation time, but not prior to vacation over the max. The employee will endeavor to schedule the deferred or postponed holiday within the calendar year it accrues. The language of this section applies to all letters of agreement attached to this contract.

15.2.1 Full-time employees who are on work schedules other than eight (8) hours per day, five (5) consecutive days per week will receive full vacation and sick leave accrual for each of the observed holidays for which they are entitled to be paid.

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- 15.2.2 An eligible employee shall be any employee who has been an employee of the City at least one (1) day prior to the holiday.
- 15.2.3 If a holiday is observed during an employee's vacation period, the employee shall be paid for such holiday, and it shall not count against the employee's accumulated vacation leave.
- 15.2.4 If employees are on sick leave and a holiday is observed, they shall be paid for such holiday, and it shall not count against their accumulated sick leave.
- 15.2.5 **Holiday Pay Exclusions.** Holiday pay under this article does not apply to employees receiving third-party compensation under any leave claims including, but not limited to, long-term disability benefits, Workers Comp leave, the City's catastrophic leave program, States' disability programs, and States' Paid Family Leave programs. Understanding that employee eligibility rules and determinations for final payment of third-party leave benefits is not decided or controlled by the City or the Union, Holiday payment or non-payment disputes for employees having any third-party leave claims are not subject to the grievance procedure.¹

15.3 Personal Holidays

- 15.3.1 After completion of thirty (30) days of service, each regular full-time employee covered by the terms of this Agreement shall receive personal holiday time based on ~~three~~ **five (5)** times their normal shift length per calendar year. "Normal shift length" will be determined by taking a snapshot of each eligible employee's work schedule on the first day of the first pay period in January.
- 15.3.2 After completion of thirty (30) days of service, each regular part-time or job-share employee covered by the terms of this Agreement shall receive twelve (12) hours personal holiday time per calendar year.
- 15.3.3 Personal holidays shall be maintained in a separate quota account and will be added to each eligible employee's personal holiday account at the end of the first pay period in January of each year. Personal holiday time may be utilized in any increment of time.
- 15.3.4 The first twenty-four (24) hours, or twelve (12) hours in the case of a part-time or job-share employee, taken off on vacation leave by an employee during a calendar year shall be considered personal holidays.
- 15.3.5 The personal holidays shall be arranged by mutual agreement between the employee and the City. Failure to reach mutual agreement shall immediately refer the matter to the bureau manager.
- 15.3.6 Personal holidays may only be used during the calendar year in which they accrue. Failure to use the personal holidays by the end of the calendar year will result in forfeiture of that portion of the personal holiday time not used.

¹ This addition is to capture the settlement of the MOU on Holiday Pay from 2024.

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Article 17. Health and Life Insurance

17.1 Labor/Management Benefits Committee

- 17.1.1 The parties agree to the continuation of the City-wide Labor/Management Benefits committee (LMBC). ~~The committee will consist of fourteen (14) members.~~ One member shall be appointed from each of the following labor organizations: the District Council of Trade Unions (DCTU), the American Federation of State County and Municipal Employee, Local 189 (AFSCME189), the Portland Fire Fighters' Association (PFFA), the Professional and Technical Employees, Local 17 (PROTEC17), Portland Police Association representing Emergency Communications Operators (BOEC), Laborers' Local 483, representing Recreation Employees (Recreation), the Portland Police Commanding Officers Association (PPCOA), City of Portland Professional Workers (CPPW), and, Laborers' Local 483 representing Portland City Laborers. The remaining ~~seven (7)~~ members shall be appointed by the City. There will be an equal number of representatives from labor and the City.
- 17.1.2 A quorum of ~~twelve (12)~~ voting members is required for the committee to take action. An absent committee member may designate a substitute with full voting authority. Any committee member may invite one or more visitors to attend committee meetings. Any vacant committee position may not designate or substitute voting authority.
- 17.1.3 The committee shall select its chairperson, who shall serve at the will of the committee.
- 17.1.4 In order to make a recommendation to the City Council, a quorum of 50% plus 2 members of the at least twelve 12 a quorum of the committee must vote in favor of the recommendation. The committee shall be responsible for establishing internal committee voting and decision-making processes.
- 17.1.5 Members of the committee shall be allowed to attend committee meetings on-duty time. In the event meetings are scheduled outside the regular shift hours of a committee member, the City shall make every effort to adjust the shift of the member to allow the member to attend while on duty.
- 17.1.6 The committee shall meet at least quarterly and shall make written recommendations regarding plan design changes in the employee benefits program to the City Council no later than April 1st of each year.
- 17.1.7 The City Council shall retain the discretion to implement or reject any of the committee's recommendations. In the event the committee makes a recommendation that is consistent with the committee's authority, is actuarially sound and meets all the requirements of federal, state and local laws, and Council rejects the recommendation, any reductions in plan costs that may have occurred due to the change in plan design, will

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be treated as having occurred for the purposes of calculating the maximum city contribution under this agreement. These costs will be calculated by evaluating the premiums and/or rates as if the changes had occurred, the rates and/or premiums absent the changes, and the number of participants under the plan(s) involved. For example, if the self-insured plan two party rate would be \$298 per employee per month with the addition of a benefit design change "X", but Council rejects the design change and therefore the two- party rate is \$350 per month per employee, the City contribution will be increased \$52 per month per employee on the self-insured plan to give credit for the change.

17.2 Benefits Eligibility. The City offers healthcare benefits to regularly appointed full-time and part-time employees and their qualified dependents. The plan is administered in compliance with all applicable federal, state, local laws, statutes and rules.

17.2.1 Regular Full-Time Employees. Regular full-time employees shall be eligible as provided herein for medical, dental, vision and life insurance coverage the first of the month following the date of hire. City paid benefits will continue for employees each month in which they are actively employed in an eligible job class and status and are working their regularly scheduled hours, or they are in a qualified leave status for the City of Portland, and they make the required premium contribution. Employees who are on non-paid Military Leave or personal leave without pay do not receive City paid benefits. City paid benefits will end on the last day of the month in which an employee terminates employment, enters an unpaid status because of military leave or unpaid leave or is not working their regularly scheduled hours. Coverage for the employee and their eligible family members will be reinstated retroactively to the first of the month in which the employee returns to their regular work schedule. Any required catch-up premium contribution(s) will be deducted from the first paycheck the employee receives upon returning to paid status unless other repayment arrangements have been made.

(A) Employees who become ineligible for participation in City benefit plans will have the right to continue coverage on a self-pay basis in accordance with state and federal law and/or as described in this Labor Agreement.

(B) Medical, dental, vision and life insurance benefits will be paid at 100% of the City contribution for those employees who have regularly scheduled hours of at least seventy-two (72) hours in a pay period in a benefits eligible, budgeted position.

17.2.2 Regular Part-Time Employees. Regular part-time employees will be eligible for medical, dental, vision and life insurance coverage the first of the month following the date of hire. City paid benefits will continue for employees each month in which they are actively employed in an eligible job class and status and are working their regularly scheduled hours, or they are in a qualified leave status for the City of Portland, and they

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make the required premium contribution. Employees who are on non-paid Military Leave or personal leave without pay do not receive City paid benefits. City paid benefits will end on the last day of the month in which an employee terminates employment, enters an unpaid status because of military leave or unpaid leave or is not working their regularly scheduled hours. Coverage for the employee and their eligible family members will be reinstated retroactively to the first of the month in which the employee returns to their regular work schedule. Any required catch-up premium contribution(s) will be deducted from the first paycheck the employee receives upon returning to paid status unless other repayment arrangements have been made.

- (A) Employees who become ineligible for participation in City benefit plans will have the right to continue coverage on a self-pay basis in accordance with state and federal law and/or as described in this Labor Agreement.
- (B) Percentage of City Contribution based on employee status. The amount of contributions which the City will make on behalf of regularly appointed employees for medical, dental, vision and life insurance benefits shall be as follows:

Regularly Scheduled Hours Per Pay Period	Percentage of Employer Contribution
40 – 45	50%
46 – 55	63%
56 – 63	75%
64 – 71	88%
72 – 80	100%

- (C) The percentage of benefits paid shall be based on whether an employee is actively employed in an eligible job class and is in paid status.

17.3 City/Employee Contributions

~~17.3.1 Self-Insured Medical Plan or Kaiser Plan effective Plan Year July 1, 2017. Effective in Benefit Plan years July 1, 2017 through June 30, 2018, the City shall contribute ninety-five percent (95.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies) for each of the~~

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~~options (Self-insured Medical Plan or the Kaiser Plan) provided herein and elected by a regular full-time employee. Each regular full-time employee shall contribute five percent (5.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies). The City reserves the right to expand family tier descriptions if it is in the best interest of the employee enrollee and it has been recommended by the LMBC and subsequently approved by City Council.~~

- 17.3.1 High Deductible Health Plan (HDHP) effective Plan Year July 1, 2017. Beginning with Benefit Plan year July 1, 2017, and effective in subsequent plan years, the City shall contribute one hundred percent (100%) of the medical and vision rates and ninety-five percent (95.0%) of the dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council, for regular full-time employees who elect the HDHP. Each regular full-time employee who elects the HDHP shall contribute five percent (5.0%) of the dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council.
- 17.3.2 Self-Insured Medical Plan or Kaiser Plan effective Plan Year July 1, 2018. Beginning with Benefit Plan year July 1, 2018, and effective in subsequent plan years, the City shall contribute ninety-five percent (95.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council, for each regular full-time employee who elects the Self-Insured Medical Plan or the Kaiser Plan; provided that the employee has received a preventive health care examination within the prior two (2) full calendar years. Each regular full-time employee who elects the Self-Insured Medical Plan or the Kaiser Plan and who received a preventive health examination within the prior two (2) full calendar years shall contribute five percent (5.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council.
- 17.3.3 Beginning with Benefit Plan year July 1, 2018, and effective in subsequent plan years, the City shall contribute ninety percent (90.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council, for each regular full-time employee who elects the Self-Insured Medical Plan or the Kaiser Plan and who has not received a preventive health care examination within the prior two (2) full calendar years. Each regular full-time employee

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who elects the Self-Insured Medical Plan or the Kaiser Plan and who did not receive a preventive health examination within the prior two (2) full calendar years shall contribute ten percent (10.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council.

17.3.4 Beginning with Benefit Plan year July 1, 2018, and effective in subsequent plan years, newly hired full-time regular employees who elect the Self-Insured Medical Plan, or the Kaiser Plan will have one (1) full calendar year to receive a preventive health examination to retain the City’s ninety-five percent (95.0%) contribution and the employee’s five percent (5.0%) contribution in the subsequent plan year. The City shall contribute ninety percent (90.0%) and the employee shall contribute ten percent (10.0%) of the medical, vision and dental rates adopted by the City Council for the one party, two party or family enrollees (whichever applies), or any variation of the tiered rates recommended by the LMBC and subsequently approved by City Council, for each newly hired full-time regular employee who does not receive a preventive health examination within the first full calendar year of service.

17.3.5 Confirmation of meeting the preventative exam criteria will be sent from the provider to a third-party administrator. The third-party administrator will send the employee’s name, birth date, and last four digits of the social security number to the City. No other information will be provided. The parties acknowledge that Kaiser requires a release of information to be signed allowing Kaiser to release the information described above.

17.3.6 The City shall share all cost, savings, and participation data from the healthcare plan with the Labor Management Benefits Committee.

17.3.7 **Medical Coverage Opt Out.** For the term of the Agreement a benefits eligible employee who has alternate group medical coverage may choose to opt out of City provided medical coverage. A full-time employee who chooses to opt out shall not be required to pay the contribution in Clauses 17.3 and shall receive a cash payment every payday (except for the third payday in a month) as follows:

Cash Payment	One Party	\$25.00 per payday
	Two Party	\$45.00 per payday
	Family	\$62.50 per payday

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~~17.3.8~~ Employees may elect to receive the cash payment as cash (subject to withholding). In addition to the cash payment to the employee, the City shall contribute for each full-time employee who opts out of medical coverage an additional amount to the Health Fund based on the annual composite rate as of 2024 was \$1594. as follows:

~~City Contribution One Part~~per payday

~~Two Party~~ ——— \$93.59 per payday

~~Family~~ ——— \$72.86 per payday

~~City Contribution One Party:~~ \$461

~~Two Party:~~ \$361

~~Family:~~ \$286

~~17.3.9~~ Effective July 1, of each year of the Agreement, the City contribution rate provided in the previous year of the Agreement to each employee who opts out of medical coverage shall be adjusted to reflect the full annual percentage increase in the Portland Salem medical care component in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) current base period measured by the reported percentage change between the second half of the most recent calendar year and the second half of the second most recent calendar year as published by the federal Bureau of Labor Statistics. However, in no event shall the contribution rate increase be less than two percent (2%) or greater than ten percent (10.0%).

~~17.3.10~~ The City shall pro-rate the cash payment and City contribution in 17.3.8 and 17.3.9 above for part-time benefits eligible employees based on whether they are actively employed in an eligible job class and status and are working their regularly scheduled hours.¹

17.3.11 Benefit coverage for domestic partners will continue. Availability of domestic partner benefit is subject to continuing availability from the City’s employee benefit insurance carriers. The Committee will recommend eligibility rules governing domestic partner benefit coverage to the City Council.

17.4 **Health Fund Reserves**

17.4.1 The Health Fund shall be maintained with adequate reserves to meet fund obligations.

¹ Bargaining Note: striking 17.3.9 and 17.3.10 in accordance with the move to composite rate contributions. This rate is changed each year and comes from the City’s healthcare actuaries (AON).

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17.4.2 The term “excess reserves”, as used in this agreement, shall be defined as the monies in the Health Fund which are not needed to meet fund obligations.

Excess reserves shall remain in the Health Fund but shall be subject to separate reporting to the committee.

17.4.3 The Health Fund and all reserves associated with the Fund must be maintained in an interest-bearing account. Fund reserves shall be pooled and shall not be allocated on an individual employee or employee group basis.

17.5 Retiree and Survivor Benefits

17.5.1 The City shall make available to a retired employee and their eligible dependents, the same medical, dental, and vision benefits offered to active employees. The cost of the plans shall be borne by the retiree, surviving spouse, or surviving domestic partner. Such coverage shall be made available through the City until both the retiree and spouse (or domestic partner) become eligible for Medicare coverage.

17.5.2 The City shall provide to the spouse (or domestic partner) and eligible dependent children of an employee who is killed on the job, the same medical, dental and vision benefit plans available to active employees. The City agrees to continue the City contribution for the spouse (or domestic partner) and eligible dependent children until the spouse (or domestic partner) becomes eligible for federal Medicare coverage or remarries (or establishes a new domestic partnership) and for each dependent child, to the date which meets the eligibility requirements of the health plan in which said eligible child is enrolled.

17.6 Life Insurance

17.6.1 The City shall provide each employee with a life insurance policy; said policy shall be secured and maintained in accordance with the City's existing practices.

17.6.2 The value of the policy shall be ~~the lesser of one-time annual salary rounded to the next higher multiple of \$1,000 or no less than~~ \$50,000 and if greater, shall be such amount as established by the City Council upon the recommendation of the Labor/Management Benefits Committee.

17.6.3 The City shall make available supplemental life coverage on a voluntary, employee paid basis.

17.7 Federal and State Health Legislation

17.7.1 If the Federal Government enacts Federal Health Legislation, the State of Oregon enacts or changes any Health Legislation, including ORS 243.303, or if any taxing authority taxes

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or otherwise limits or restricts health care benefits paid by the City, the City and the union will immediately negotiate on the effect of that legislation as it pertains to this Article.

17.8 Disability Insurance

17.8.1 The City shall provide each employee with a long-term disability insurance coverage through a group policy; said policy shall be secured and maintained in accordance with the City's existing practices.

17.8.2 Domestic Partners. For purposes of this agreement, the phrase "domestic partners" shall be as defined by the Labor-Management Benefits Committee.

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Article 29. Tools

29.1 Employees shall furnish replacements of tools lost, worn or broken on the job. The City will continue to provide replacement in accordance with past practices for tools that are stolen, provided the employee files a police report. Employee tools must be properly secured when not in use.

29.2 Regular full-time employees who are non-probationary incumbents in the classifications listed below and who are represented by IAM District Lodge 24 shall be eligible for a tool allowance of 2% ~~\$1,000 per fiscal year~~ on all hours paid on the base wage. ~~tool allowance of \$1300 per fiscal year~~ for tools that the employees normally use in their regular duties with the City. Necessary tools purchased for City work with the allowance will be used to repair City vehicles and equipment and are intended to be routinely available for use at the employee's work site. Classifications eligible for the allowance:

~~Auto Body Restorer (Job ID 30000125)~~

~~Vehicle and Equipment Mechanic Trainee (Job ID 30000130)~~

Vehicle and Equipment Mechanic Trainee (Job ID 30000130)

Vehicle and Equipment Mechanic (Job ID 30000131)

Vehicle and Equipment Mechanic, Lead (Job ID 30000132)

29.2.1 Tool Allowance for the following fiscal years:

For fiscal year 2026/2027 an additional .5% added to the previous 2% for a total of 2.5% for the tool allowance

For fiscal year 2027/2028 an additional .5% added to the previous 2.5% for a total of 3% for the tool allowance

~~C) The City and the Union mutually agree to establish the number of employees to be audited and the selection process to be audited.~~

~~D) Selected employees must provide receipts for tools that are readily available to review. Tools purchased by employees must be used for City projects and stored on City premises. Tools~~

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29.3 ~~Tool Allowance Pilot Program. The tool allowance will incrementally increase from the current \$1,000 per fiscal year allowance to \$1,300 per fiscal year in accordance with the following schedule: The payroll~~

~~\$1,100 effective July 1, 2021 Additional .5 % Effective July 1, 2025~~

~~\$1,200 effective July 1, 2022 Additional .5 % Effective July 1, 2026~~

~~\$1,300 effective July 1, 2023 Additional .25% Effective July 1, 2027~~

~~A) Employees in the eligible classifications will be required to track and provide documentation of their actual tool purchases.~~

~~Prior to successor negotiations, the City will audit a select number of employees expenses to validate the \$1,300. If the actual tool expenses per employee does not validate the request for \$1,300 the tool allowance in the subsequent agreement will remain at \$1,000 per fiscal~~

~~B) year.~~

~~must be purchased during the lifecycle of this agreement to be considered as part of the audit process.~~

~~Such payment will be made in the form of a separate payment. The payment will be paid to the employee following ninety (90) days of employment. All subsequent payments will be paid during the second pay period of the fiscal year.~~

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Tool Inventory. The City's classification specifications for the job listed in 29.2 require employees to supply their own tools. Employees are responsible for providing and maintaining a basic set of mechanic hand tools that meet the requirement of the basic tool list provided by the City. Employees are encouraged to bring additional tools to their worksite, but all tools must be clearly marked with the employee's information. Employees are encouraged to keep a detailed inventory of their tools in the event of workplace theft or catastrophic loss. The City will reimburse an employee for the loss or damage of personally owned tools in the workplace. The employee must not be at fault for the loss or damage to be eligible for reimbursement.

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Union TA:

Article 39. Effective Date and Duration of Agreement

- 39.1 This Agreement, effective January 1, 2025, or upon ratification by both parties, shall remain in full force and effect through ~~June 30, 2028.~~ December 31, 2027
- 39.2 In the event that City revenue sources should be decreased by the passage or impact of a tax limitation measure, legislatively mandated change, cut back in Federal and/or State revenue sharing, or any other conditions causing a worsening of the City's financial position, the City Council and the DCTU agree that they will, meet and discuss the economic impact and, by mutual agreement, will provide a written proposal and, put forth a good faith effort to arrive at alternatives to a reduction in the workforce. It is the intent of this section to provide an opportunity for interest-based problem-solving. *Such as alternatives to layoff as well as options to lessen the impact on employees to be laid off or employees that chose to furlough temporarily may continue to temporarily maintain health insurance coverage and leave accruals at full-time status.*
- ~~39.3 Prior to reductions in workforce. (a) In the event that City economic indicators demonstrate the need for layoffs within the bargaining unit, the City retains all management rights, but agrees to notify the Union to meet and confer regarding economic impacts, benefits and furloughs. The City and the Union mutually agree to put forth a good faith effort to arrive at alternatives to layoff as well as options to lessen the impact on employees to be laid off or furloughed through temporary continuation of health insurance coverage. However, prior to implementation of agreed upon alternatives, if any, must be ratified by union membership and authorized by the appropriate authority, whether City Council or Mayor. The City and the Union agree that failure to notify the union and engage in the discussion process is subject to the grievance procedure. and the results of the process are not subject to the grievance procedure.~~

Job Number	Classification Name	Current Wages as of 7/1/2024					DCTU Proposed** all positions get 3% across, some positions get across plus spot adjustments				
		EN	6M	Y1	Y2	Y3	EN	6M	Y1	Y2	Y3
30000130	Vehicle & Equipment Mechanic, Trainee	\$26.00	\$29.20	\$33.07	\$36.84		26.78	30.08	34.06	37.95	
30003300	Electronics Technician, Assistant	29.04	31.59				34.90	37.96			
30003377	Facilities Worker	31.59	32.76	33.97			32.53	33.74	34.98		
30000152	Operating Engineer I	33.18	34.74	36.47			34.17	35.78	37.56		
30000127	General Mechanic	33.65	38.28	40.69	41.94		34.66	39.43	43.20	44.50	45.84
30000235	Electronics Technician I: Traffic Signal	34.48	39.23	41.85			36.89	41.98	44.78		
30003500	Facilities Maintenance Specialist	35.00	37.79	38.93			38.00	38.92	40.09		
30000128	General Mechanic Lead	35.32	40.18	42.71	43.98		36.38	41.39	45.30	46.66	48.06
30000112	Painter	37.10	40.27	41.47			38.95	42.28	43.54		
30000125	Auto Body Restorer	37.43	40.69	41.94			38.55	41.91	43.19		
30000131	Vehicle & Equipment Mechanic	37.43	40.69	41.94			43.05	46.79	48.23		
30000153	Operating Engineer II	37.70	39.82	42.05	44.40	46.90	38.83	41.81	43.31	45.73	48.30
30000234	Electronics Technician I: Communications	37.93	39.85	41.85			36.89	41.98	44.78		
30000113	Painter, Lead	38.89	42.27	43.56			40.83	44.38	45.73		
30000132	Vehicle & Equipment Mechanic, Lead	39.28	42.71	43.98			45.17	49.12	50.58		
30000238	Communications Switch Technician	40.35	45.90	48.93			47.47	49.86	52.36		
30000237	Electronics Technician II: Traffic Signal	40.35	45.90	48.93			47.47	49.86	52.36		
30000071	Facilities Maintenance Technician	40.50	43.73	45.06			41.69	45.02	46.39		
30000072	Facilities Maintenance Technician, Lead	40.83	45.74	47.13			42.03	47.07	48.52		
30000154	Operating Engineer III	40.83	42.87	45.01	47.26	49.61	44.09	46.29	48.61	51.04	53.57
30001159	Plumber	42.34	46.04	47.40			48.80	50.24			
30000167	Sign Inspector	42.53	44.68	46.86	49.25		43.80	46.02	48.26	50.72	
30000236	Electronics Technician II: Communications	44.38	46.60	48.93			47.47	49.86	52.36		

30000168	Electrical Inspector	46.56	48.91	51.27	53.87		54.00	56.70	59.53	62.50	
30000164	Plumbing Inspector	46.56	48.91	51.27	53.87		54.00	56.70	59.53	62.50	
30000116	Electrician	47.00	50.77				51.70	55.85			
30000239	Instrument Technician	47.00	50.77				51.70	55.85			
30002610	Electronics Technician III: Communications	47.49	50.47	52.37			50.81	54.00	56.04		
30000166	Signals and Street Lighting Inspector	47.52	49.91	52.38	55.00		54.00	56.70	59.53	62.50	
30000121	Electrician/Instrument Technician	48.54	52.40				53.25	57.53			
30000117	Electrician, Lead	49.38	53.28				54.29	58.64			
30000118	Electrician, Sr	49.38	53.28				54.29	58.64			
30000240	Instrument Technician, Lead	49.38	53.28				54.29	58.64			
30000170	Combination Inspector	49.68	52.19	54.73	57.54		51.17	53.76	56.37	59.27	
30001458	Electrician/Instrument Technician, Lead	50.96	55.01				52.60	56.73			
30000119	Electrician, Supervising	51.83	55.96				57.01	61.56			
30000169	Electrical Inspector, Sr	52.28	54.90	57.67	60.49		58.81	61.75	64.83	68.08	
30000165	Plumbing Inspector, Sr	52.28	54.90	57.67	60.49		58.81	61.75	64.83	68.08	

** all proposed rates are subject to final verification and any rounding as determined by BHR Class/Comp

Apprentice Rates	Electrician/Instrument Tech, Apprentice (Super Tech)		Facilities Maintenance Tech Apprentice		Instrument Technician, Apprentice	
	Current	City Proposal**	Current	DCTU Proposal**	Current	DCTU Proposal**
Entry to 5 Months	31.44	34.52	27.04	27.85	40.61	44.68
6 Months to 11 Months	34.06	37.39	29.29	31.05	43.15	47.47
12 Months to 17 Months	36.68	40.27	31.54	33.44	45.69	50.27
18 Months to 23 Months	39.30	43.15	33.80	35.83	48.23	53.06
24 Months to 29 Months	41.92	46.02	36.05	38.22		
30 Months to 35 Months	44.54	48.90	38.30	40.41		

36 Months to 41 Months	47.16	51.78	40.55	43.00		
42 Months to 47 Months	52.40	57.53	42.81	45.39		

** all proposed rates are subject to final verification and any rounding as determined by BHR Class/Comp

City DCTU to City DCTU
DCTU Successor Negotiations
November 7~~25~~, 2024

City TA:

Union TA:

Schedule "A" Wage Increases

YEAR ONE - Effective July 1, 2025, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2025 to June 30, 2026 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2023 and the 2nd Half 2024) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than ~~two~~ **and one-half** percent (~~±2.5%~~) or greater than five percent (5.0%)

YEAR TWO - Effective July 1, 2026, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2026 to June 30, 2027 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2024 and the 2nd Half 2025) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than ~~two~~ **and one-half** percent (~~±2.5%~~) or greater than five percent (5.0%).

YEAR THREE - Effective July 1, 2027, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2027 to June 30, 2028 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2025 and the 2nd Half 2026) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than ~~two~~ percent (~~±2.5%~~) or greater than five percent (5.0%).

Effective on July 1, 2025, a 3.0% adjustment to base wage rates will be applied to all classifications.

City DCTU Counter to DCTU-City
 Blended City/Union Schedule A Proposals
 November 25, 2024

Union TA:

City TA:

Schedule "A" Premiums

Effective on ratification through TBD

1	No change (ok)
2	Strike (b) – this does not apply to any DCTU employee (this does apply in water)
3	No change (ok)
4	No change (ok)
5	No change (ok)
6	No change (ok)
7	No change (ok)
8	Vehicle Service employees and Equipment Mechanics when assigned outside repair work on automotive or construction equipment shall be paid a premium of five percent (5%) of the employee’s base wage for all time so assigned.. This premium will also apply to Vehicle and Equipment Mechanics.
<u>NEW</u>	<u>When a Vehicle and Equipment Mechanic is assigned as a Mobile Vehicle and Equipment Mechanic (MVEM), the City will pay such employee a premium of three percent (3%) of the employee’s base wage. An employee assigned as a Vehicle and Equipment Mechanic, Lead cannot be assigned as a Mobile VEM for the same period of time. Premiums 8, NEW, and 9 may not be stacked.</u>
9	No change (ok)
10	Building Inspector IIs, Electrical Inspectors and Plumbing Inspectors assigned to the Residential Inspections Section of Portland Permitting and Development (PP&D) shall receive a premium of two percent (2%) added to the employee’s base wage for all hours worked for each additional one- and two-family inspection certification(s) they obtain and are released to perform such inspections begin to use in the Residential Inspections Section in the Bureau of Development Services. For employees in the Electrical and Plumbing Inspector series assigned outside of the Residential Inspections Section, this premium applies for hours worked while performing permitted work inspections in the Residential Inspections Section.

City DCTU Counter to DCTU-City
 Blended City/Union Schedule A Proposals
 November 25, 2024

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City TA:

11	Strike language – applies to AFSCME only (ok)
12	Strike language – applies to AFSCME only (ok)
13	Strike language – applies to AFSCME only (ok)
14	Strike language – applies to AFSCME only (ok)
15	<p>No change to a, c, or d</p> <p>b. Employees in the Operating Engineer III classification are required to have and maintain certification as both a Water Distribution Level 2 3 Operator and Water Treatment Level 2 Operator. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee’s base wage for all hours worked. Certification pay for Water Distribution Level 4 Operator shall be <u>four percent (4%)</u> added to the employee’s base wage for all hours worked. Certification pay for Water Treatment Level 3 Operator shall be three percent (3%) added to the employee’s base wage for all hours worked. Certification pay for Water Treatment Level 4 Operator shall be four percent (4%) added to the employee’s base wage for all hours worked.</p>
16	<p>Inspectors working for <u>Portland Permitting & Development in the Bureau of Development Services</u> Residential Inspection program who possess and are regularly assigned to work that requires manufactured home certification shall be paid \$15.00 per trip per unit when it includes a mobile home inspection.</p>
17	<p>National Institute for Automotive Service Excellence (NIASE) Certification:</p> <p>a. Employees in the Classification of Auto Body Restorer who possess a valid Master Collision Repair/Refinishing Technician Certification, issued by the ASE, shall receive 2.5% \$36.92 <u>5%</u> per FLSA workweek.</p> <p>b. Employees in the Classification of Vehicle and Equipment Mechanic or the Premium Assignment of Vehicle and Equipment Mechanic, Lead and who are assigned to work on fire apparatus, who possess</p>

City DCTU Counter to DCTU-City
 Blended City/Union Schedule A Proposals
 November 25, 2024

Union TA:

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	<p>a valid Master Medium/Heavy Duty Truck Technician Certification issued by the NASE and possess a valid Emergency Vehicle Test F-1 through F-2 certification shall receive \$36.92 3% 2.5% per FLSA workweek; those who possess a valid F-3 through F-4 certification shall receive \$48.46 4% 3.5 % per FLSA workweek; those who possess a valid F-5 through F-6 certificate shall receive \$60.00 5% 4.5% per FLSA workweek. All EVT certifications must be issued by the EVT Certification Commission, Inc.</p> <p>c. Employees in the Classification of Vehicle and Equipment Mechanic or the Premium Assignment of Vehicle and Equipment Mechanic, Lead and who possess a valid Master Heavy Duty Truck Technician Certificate or who possess a valid Master Automobile Technician Certificate, issued by the NASE, shall receive \$36.92 5% 3% per FLSA workweek.</p> <p>d. The City shall <u>will</u> pay for the cost of certification if the employee can prove they passed the certification test. If the employee does not pass the certification test, the employee is responsible for the cost of the test.</p>
18	<p>The City shall <u>will</u> pay employees in the Senior Electrical Inspector and Senior Plumbing Inspector classifications a premium of 8% above base wage for senior plumbing and senior electrical inspectors for all hours worked. Plus, the City shall assign a Chief Plumbing and Chief Electrical any time the bureau is providing services.</p>
19	<p>Employees who work for the Bureau of Development Services <u>Portland Permitting and Development</u> in the classifications of Building Inspector II, Electrical Inspector, Plumbing Inspector, and Combination Inspector shall receive a certification premium of two percent (2%) added to the base wage for all hours worked, rounded up to the next fifteen (15) minute increment, when they successfully complete <u>at least two of the following specializations</u>- the Specialized Solar Photo-Voltaic (SSPVI), Specialized Plumbing Inspector</p>

City DCTU Counter to DCTU-City
 Blended City/Union Schedule A Proposals
 November 25, 2024

Union TA:

City TA:

	(SPI), Specialized Electrical Inspector (SEI), and Specialized Systems/Final Inspector (SFI) certifications and perform inspection duties related to these certifications. <u>This premium is not to exceed two percent (2%).</u>
20	Strike language – applies to AFSCME only (ok)
21	Strike language – applies to AFSCME only (ok)
22	Strike language – applies to AFSCME only (ok)
23	Strike language – applies to AFSCME only (ok)
24	Employees whose job classifications are public facing, customer service, or community engagement oriented are included on the City Language Pay Differential Job Classification Eligibility List and whose language is listed on the City/County combined languages will receive a bilingual pay differential of \$1.00 per hour to their base wage for all hours worked. Passage of the verbal language proficiency test is required to receive the language pay differential.
NEW Union Proposed Commercial Inspection Premium	20. Plumbing and Electrical Inspectors and Senior Plumbing and Senior Electrical Inspectors working in the Commercial section shall receive a 6% premium over their base wage rate for all hours worked. Plumbing and Electrical Inspectors and Senior Plumbing and Senior Electrical Inspectors working in the Commercial section shall receive a 6% premium over their base wage rate for all hours worked.
NEW Union Proposed CDL Premium	A premium of 5% shall be applied to the base wage of all hours paid for employees who maintain their Commercial Drivers' License (CDL) and are included in the City's DOT testing pool. The City shall have sole discretion to establish the number of employees who are eligible for the Premium. A premium of 5% shall be applied to the base wage of all hours paid for employees who maintain their Commercial Drivers' License (CDL) and are included in the City's DOT testing pool. The City shall have sole discretion to establish the number of employees who are eligible for the Premium.
NEW Union Proposed Longevity Premium	Longevity premium for all Regular Employees that have had a total employment of:

City DCTU Counter to DCTU-City
Blended City/Union Schedule A Proposals
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City TA:

	<p>5 years shall receive a 1% premium on base wages for all hours paid</p> <p>10 years shall receive a 2% premium on base wages for all hours paid</p> <p>15 years shall receive a 3% premium on base wages for all hours paid</p> <p>20 years shall receive a 4% premium on base wages for all hours paid</p> <p>25 years shall receive a 5% premium on base wages for all hours paid</p> <p>Longevity premium for all Regular Employees that have had a total employment of:</p> <ul style="list-style-type: none">5 years shall receive a 1% premium on base wages for all hours paid10 years shall receive a 2% premium on base wages for all hours paid15 years shall receive a 3% premium on base wages for all hours paid20 years shall receive a 4% premium on base wages for all hours paid25 years shall receive a 5% premium on base wages for all hours paid
<p>City CDL Counter</p> <p><u>(incorporate CDL pilot premium into Schedule A premiums. See page 220 of CBA)</u></p>	<p>A premium of 3% shall be applied to the base wage of all hours worked for a limited number of eligible employees in the classifications below who maintain their Commercial Drivers' License (CDL) and perform the duties of a commercial driver for the City as needed. The Bureau shall have sole discretion to establish the total number of employees in these classifications who are eligible for the Premium.</p> <p>The Premium applies to the following DCTU represented classifications only:</p> <ul style="list-style-type: none">o Operating Engineero Electriciano Instrument Techniciano Electrician/Instrument Techniciano Instrument Technician Apprentice <p>Employees must maintain a Commercial Driver License (CDL), with all the required endorsements,</p>

City DCTU Counter to ~~DCTU~~-City

Blended City/Union Schedule A Proposals

November 25, 2024

Union TA:

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	<p>as determined by the Bureau, to be considered for the Premium. Employees must also actively participate in the City's CDL drug testing program to utilize their CDL for city work assignments.</p>
<p>*Senior Inspectors are eligible for the following premiums for which they are qualified: 2, 3, 4, 7, 9, 10, 11, 12, 15, 16 15, 18, 19 18, and 24 21, 23 – and all Longevity.</p>	

DCTU Successor Negotiations

TA'd List

Article	Title	Notes
Preamble	Preamble	**
1	Recognition	Last Offer Attached
2	Union Security	TA CCL 6/13/2024
3	Dues Checkoff	TA CCL 6/13/2024
4	Management Rights	TA CCL 6/13/2024
5	Productivity	TA CCL 6/13/2024
6	Job Security and Outside Contracting	TA CCL 6/13/2024
7	Work Schedules and Workweeks	TA'd CCL 9/12/2024
8	Shifts	TA CCL 6/13/2024
9	Overtime	TA'd 12/13/2024
10	Reporting Pay and Minimum Pay	TA'd 11/25/2024
11	Working Out of Classification	TA CCL 6/13/2024
12	Seniority	TA'd 9/19/2024
13	Promotion	TA CCL 6/13/2024
14	Layoff/Recall	TA'd 9/26/2024
15	Holidays	Last Offer Attached
16	Vacation	TA CCL 6/13/2024
17	Health and Life Insurance	Last offer attached
18	Sick Leave	TA'd 09/05/2024
19	Family and Medical Leave	TA'd 09/05/2024
20	Leaves of Absence	TA'd 09/05/2024
21	Jury Duty and Witness Pay	TA CCL 6/13/2024
22	Safety-Sanitation	TA CCL 6/13/2024
23	Union Representation	TA'd 09/05/2024
24	Payday	TA CCL 6/13/2024
25	Strikes and Lockouts Barred	TA CCL 6/13/2024
26	Maintenance of Standards	TA CCL 6/13/2024
27	Wage Scales	TA'd 10/10/2024
28	Recoupment of Overpayment/Underpayment	TA CCL 6/13/2024
29	Tools	Last offer attached
30	Clothing	TA'd 06/27/2024
31	Unemployment Compensation	TA CCL 6/13/2024
32	Training, Schools, and Conventions	TA CCL 6/13/2024
33	Professional Development Fund	TA'd 10/17/2024
34	Evaluations/Counseling	TA'd CCL 6/27/2024
35	Discipline and Discharge	TA CCL 6/13/2024
36	Grievances, Complaints, & Arbitration	TA'd 9/19/2024
37	Warrant of Authority	TA CCL 6/13/2024
38	Savings Clause	TA CCL 6/13/2024
39	Effective Date & Duration of Agreement	Last offer attached
VEBA Placeholder	VEBA	TA'd 10/17/2024
Schedule A COLA/Premiums	COLA & Premiums	Last offer attached
Hiring Entry Wage Exceptions	Hiring Exceptions	Last offer attached
Schedule A Wage Scales	Wage Scales	Last offer attached
Schedule B	Temporary Employees	**

**Housekeeping edits needed



STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

For ERB Use Only

COST SUMMARY FORM

Case No. ME-041-24

Date Filed 12/31/24

Projected Increase/Decrease in Each Year

(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
Article 10		\$ 57,000.00	\$ 57,000.00	\$ 57,000.00	\$ 171,000.00	This is the increase from 18 hours standby and also the increase from 3 to 3.5 hours for a call back
Article 15		\$ 151,584.00	\$ 151,584.00	\$ 151,584.00	\$ 454,752.00	2 addition personal holidays for all members
Article 23		(\$ 49,264.00)	(\$ 49,264.00)	(\$ 49,264.00)	(\$ 147,792.00)	Union representation hours going form 2080 down to 1040
Article 29		\$ 7,290.00	\$ 11,772.00	\$ 16,308.00	\$ 35,370.00	Tool allowance going from \$1300 to 2% first year .5% increase 2nd year and another .5% year 3
Article 30		\$ 30,000.00	\$ 30,000.00	\$ 30,000.00	\$ 90,000.00	Clothing Allowance going up \$100 and saftey glass allowance of \$200
Article 33		(\$ 175,000.00)	(\$ 175,000.00)	(\$ 175,000.00)	(\$ 525,000.00)	Proffesional development fund going from \$225K per year down to \$50K
TOTAL (for each column)	\$ 0.00	\$ 21,610.00	\$ 26,092.00	\$ 30,628.00	\$ 78,330.00	

STATE OF OREGON, EMPLOYMENT RELATIONS BOARD

For ERB Use Only

COST SUMMARY FORM

Case No. _____

Date Filed _____

Projected Increase/Decrease in Each Year

(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	Current Cost	Year 1	Year 2	Year 3	Total Projected Increase / Decrease	Explain calculations. List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
TOTAL (for each column)						