



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 8/18/11)

Board Clerk Use Only

Meeting Date: 12/13/12
 Agenda Item #: R.6
 Est. Start Time: 10:30 am
 Date Submitted: 12/5/12

**Agenda Title: Approval of Multnomah County and International Union of Operating Engineers
 Local 701 2012-2017 Agreement**

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date: December 13, 2012 **Time Needed:** 10 minutes
Department: Dept. of County Management **Division:** Central HR/Labor Relations
Contact(s): Jim Younger, Labor Relations Manager
Phone: 503-988-5135 **Ext.** 28504 **I/O Address:** 503/3/300
Presenter Name(s) & Title(s): Jim Younger and Departmental and Local 701 Representatives

General Information

1. What action are you requesting from the Board?

Ratification of 2012-2017 collective bargaining agreement between Multnomah County and International Union of Operating Engineers Local 701

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

The parties' previous labor agreement expired on June 30, 2012. The parties began negotiating a successor agreement in March, and reached tentative agreement on all issues on November 8, 2012 with the new agreement to be effective July 1, 2012 to June 30, 2017. Local 701 membership is scheduled to vote to ratify the parties' tentative agreement on December 6, 2012.

The highlights of this agreement are as follows:

Compensation:

July 1, 2012: 1.3% COLA

July 1, 2013: 1% to 4% COLA adjustment.

July 1, 2014: 1% to 4% COLA adjustment, plus possible market adjustment based on 7/1/14 comparables.

July 1, 2015: 1% to 4% COLA adjustment.

July 1, 2016: 1% to 4% COLA adjustment.

Health and Welfare:

Beginning in February 2013, Local 701 agreed to: (1) participate on an Employee Benefits Advisory Team (EBAT) reviewing health plans, design changes and cost sharing features. (2) agreed to reopen Health and Welfare article for bargaining.

After Hours Meal Period:

Changed overtime hours meal period from the County providing a meal to the County providing ½ hour paid time off for meal period when working 2 hours beyond quitting time.

Reporting of Sick Leave:

Changed process of reporting absent for illness from notifying to supervisor to notifying dispatch office.

2014 Market Study:

Revised jurisdictions used for Market Study: dropped State of Oregon and Portland State University from the comparables, retained remaining seven (7) local metro governments.

3. Explain the fiscal impact (current year and ongoing).

The estimated costs of the new contract (from COLAs) for 13 budgeted FTE over the five years of the contract: estimates range from \$179,000 (for COLAs of 1.3% in year 1 and 1% in years 2-5) to \$525,000 (for COLAs of 1.3% in year 1 and 4% in years 2-5).

Costs associated with reopening the Health and Welfare article cannot be estimated at this time. Other changes to the contract, such as the changes to market comparables and meal reimbursements would have de minis costs not easily estimated.

**The FY 2013 Adopted Budget already assumed the majority of FY 2013 cost increases for the bargaining unit, so the agreement does not significantly change the County's FY 2013 financial position.

4. Explain any legal and/or policy issues involved.

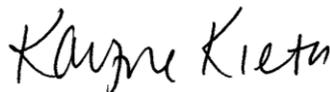
N/A

5. Explain any citizen and/or other government participation that has or will take place.

N/A

Required Signature

**Elected Official
or Department/
Agency Director:**



Date: 12-5-12