



Tom Rinehart
Chief Administrative
Officer

Ted Wheeler
Mayor

CITY OF PORTLAND
**Office of Management
and Finance**
1120 SW 5th Avenue
Portland, OR 97204

P: (503) 823-1182
F: (503) 823-5384
TTY: (503) 823-6868
portlandoregon.gov/omf

OMF Labor Management Committee Meeting Recap

August 20, 2020

Zoom Meeting

Chaired by Paul Cone

Members Present

Paul Cone, BTS/PROTEC17/Co-Chair
Tom Rinehart, CAO
Thomas Lannom, Revenue Division
Director
Roger Koppy, AFSCME/DCTU
Manish Thakore, PROTEC17
Tim McCormack (Alt), Facilities
Jamaal Anthony, BHR
Eddie Barton, Local 701
Tony Bush, CityFleet
Michael Roy, CityFleet Manager
Rachel Whiteside, PROTEC17

Members Absent

Scott Karter, Revenue (ALT)
Michelle Kirby (Alt), BRFS Director
Matthew Spitulski, P&D Manager
Kristin Wells, Facilities Operations
Manager
Tyler Wallace (Alt), Revenue
Ray Lister, IBEW Local 48
Don Bryans (Alt), P&D
Rebecca Hatton (Alt), Facilities

Other Staff Present

Ethan Cirimo, OMF
Julian Massenbug, OMF

Updates from OMF LMCs

BTS (Paul Cone)

BTS's LMC has not yet met for August. There was talk about reentry for the building, but that option got pushed out to next year. There will be updates to the HR rules as far as returning to work goes. In other matters, the Equity Committee has anti-racism ideas, but these ideas will take discussion and action to become fully formed. That has not happened yet, but the prospects are promising.

Printing & Distribution

Not present

CityFleet (Tony Bush, Michael Roy)

Over the past few months there have been a lot of vandalized police cars. Beyond the constant work involved in addressing these tasks, there will likely be budgetary impacts from this. The extent of these impacts is yet unknown, but potentially sizeable. In lieu of having LMC meetings, CityFleet has opted for monthly all-hands meetings. These meetings have been called in part because, as well as concerns around CVOID, CityFleet will be closing one garage and a team as a result of the budget reduction

requirement. The division has committed a lot of time to addressing this difficult topic and those impacts will be clearer moving forward.

Facilities (Tim McCormack)

Damage expenses for protest related tasks were and are charged to a cost object specifically for protests. The City is self-insured, so that may help spread out the cost a bit. Facilities is tracking expenses with COVID related work, and soon will have a better idea of how much extra the financial load has been due to the pandemic. On a more heuristic level, the bureau has felt overwhelmed with the amount of work it is having to respond to, especially work that is related to supporting the police. Facilities is trying to coordinate police needs, building issues, and the securing of space among their normal work. There was a question about the City having insurance limits, where once a threshold is reached there is no more costs incurred. The answer to this question was unknown.

Revenue (Thomas Lannom, Roger Koppy)

Revenue's LMC is still suspended and is instead doing monthly staff meetings much like CityFleet. The ITS project is their focus. They are retiring several legacy platforms and deploying a single commercial application as a replacement.

The stakes are high for all those involved. Right now, the project is green. Throughout most of its life it was in the yellow, and for a time a few months back was in the red. While this fact is not ideal, it is very good news that despite all the tribulations the project is now running smoothly ahead as Revenue moves closer to the September 14 go-live date. Revenue is not receiving any complaints, and things from a labor perspective are going quite well.

CAO Update (Tom Rinehart)

There is a general feeling of intense worry about the Fall. To that end, OMF leadership has drafted an ordinance that will supply the BHR director with options. Employees will be able to undergo a temporary suspension of their work, or temporarily convert their status to part-time work. There will be options to keep their benefits while they have suspended their work.

Tom has heard some debate recently about much of what the City is proposing as primarily benefitting office employees while not necessarily addressing the problems that field staff have. Of course, this raises equity concerns. Near term and long-term solutions are being worked on but are not fully formed yet.

As much of the City's work force returns to on-site work, Facilities will be offering hand sanitizer stations for keeping areas disinfected. This raises supply chain concerns, as these stations will need to be supported and maintained.

There was a question about who is responsible for the days off required when an employee shows COVID symptoms and needs to be tested. It is understood that they need to be removed from contact with others while awaiting test results, however there is confusion about what leave they use, who officially tells them to stay home, whether being home while awaiting test results requires using a certain type of leave, etc. HR and leadership need to navigate this concern. According to guidance, supervisors can send employees home while they are awaiting results.

As we approach the flu season, there is concern that COVID symptoms can look like symptoms of other ailments. Since the symptoms are not very specific and could apply to one of many ailments, there is confusion about what signs should be taken seriously.

Mask requirements are working and are expected to be a standard aspect of the response as we continue moving through this pandemic. Currently, they are only needed when walking through a place where there is a dense concentration of people where there could be a violation of the 6' between people standard. Tom heard that you need to simply keep it on regardless, and that because of some mixed messages, we will need masks in order to be allowed in City buildings, and will only be able to remove said mask if you are at your desk.

The good news is that City guidance is generally in compliance with the updated guidance from the City Attorney. Any official compliance will be cross-checked and meshed with new State guidance. Oregon OSHA just issued a draft COVID standard, and we are working with safety officers to incorporate this draft into our guidance as well.

Chemical Exposure (Eddie Barton)

There is an increasing concern about the exposure of City employees to spent crowd control munitions. There are only a handful of FMTs working downtown, and of that small group three have been exposed to pepper balls and the like. These spent munitions in some cases have caused respiratory issues, and their presence is becoming a regular occurrence. Employees raised concern with their supervisors, and the buildings we own downtown have been cleaned. There are now SDS sheets for dealing with spent crowd control munitions used by the Portland Police Bureau. The spent crowd control munitions used by Federal Officers however are still an area of concern. In many cases, these canisters have been expired, and it is unknown how these chemicals change and what these chemicals do or not do when they expire. It is also unknown what PPE is required when handling the cleanup of said munitions. They are a known hazard, but there is a question mark when it comes to how expired chemical should be dealt with. Guidance, unfortunately, has not been possible from the Federal government. We want to compel them to release some sort of instruction for dealing with these chemicals, but so far there has been no progress.

Tim McCormack commented that Facilities is trying to clean sites asap with rapid response. Once chemicals dry, they leave a powdery residue that can easily be dispersed by wind. In the case of the Portland Building, the fresh air intake is on the roof, and even though it's not our building, the Justice Center HVAC is set up the same way.