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OMF Labor Management Committee Meeting Recap

October 15, 2020

Zoom Meeting

Chaired by Paul Cone

Members Present

Tom Rinehart, CAO/Co-Chair
Matthew Spitulski, P&D Manager
Manish Thakore, PROTEC17
Tim McCormack (Alt), Facilities
Eddie Barton, Local 701
Rachel Whiteside, PROTEC17
Paul Cone, BTS/PROTEC17/Co-Chair
Kristin Wells, Facilities Operations
Keith Drew (Alt), CityFleet
Tony Bush, CityFleet

Members Absent

Thomas Lannom, Revenue Director
Michael Roy, CityFleet Manager
Scott Karter, Revenue (ALT)
Michelle Kirby (Alt), BRFS Director
Tyler Wallace (Alt), Revenue
Ray Lister, IBEW Local 48
Don Bryans (Alt), P&D
Rebecca Hatton (Alt), Facilities
Jamaal Anthony, BHR
Roger Kopy, AFSCME/DCTU

Other Staff Present

Julian Massenburg, OMF

Updates from OMF LMCs

CityFleet

The Portland Police Bureau recently collected their newly outfitted vehicles. CityFleet continues to face issues with conditions of their facilities. Cleaners and sprays have been used throughout the pandemic. Constant use of these chemicals has resulted in a need to repaint areas of buildings.

There is an adequate amount of PPE for CityFleet employees, including face coverings and thermometers. Employees are continuing to work in 'pods' with an alternating day-shift/night-shift. Overall productivity and workload are fine.

BTS (Paul Cone) - Printing & Distribution (Matthew Spitulski)

BTS's Labor Management Committee last met on September 23rd. During the meeting, the BTS LMC discussed equity and wellness. A partnership between BHR and BTS is in the works to create a shortcut to the Employee Assistance Program on all City owned desktops. Ideally, installing this shortcut will promote usage of the program and enable employees to take advantage of the amenities being offered by BHR.

As roughly 60% of the City's workforce is currently working from home, there was discussion about ensuring employees have the correct hardware to continue being productive from home. Some employees are hesitant to ask for items such as monitors and other ergonomic equipment. Creating a menu of equipment for employees to select from could benefit people who are hesitant to ask for equipment.

P&D is working with BTS to make deliveries to employees who need desk chairs, or other equipment. Print delivery has significantly decreased. P&D is continuing to deliver food and provide meals for local entities throughout the region. P&D's new duties account for 15% - 20% of their operations.

Facilities (Tim McCormack)

Facilities reported a high compliance level regarding facial coverings. Facilities is requiring employees to wear N95 masks when replacing building air filters to minimize risk from pollutants. The division continues to struggle with hiring FMTs – as this position requires candidates to have a Limited Maintenance Electrician (LME) license. Facilities is working to fill their vacant Facilities Workers positions – this position does not require the LME license.

Revenue (Thomas Lannom, Roger Koppy)

Revenue did not have a representative present.

General Updates Budget, Re-Entry, Safety Net Ordinance (Tom Rinehart)

OMF was not directed to take additional cuts in the Fall BMP. The Fall BMP also included an additional \$800,000 to fund cleanups throughout the city.

If additional cuts are needed in the future, OMF will take necessary steps and work together to retain as many employees as possible. The City Economist reported the City's economic outlook is not bad as initially anticipated. This is a result of the City having a diverse revenue stream.

The Safety Net Ordinance is being worked through by bureaus to respond to various scenarios being driven by the pandemic. There's a chance that some bureaus could reject employees' requests to take volunteered furloughs. Having flexibility as an employer and maintaining a standard for service levels creates a pressure for bureaus. It's not fair for an employee's position in a bureau to impact their ability to benefit from the Safety Net Ordinance. Employees who are in positions that generate revenue for the City may not be compelled to benefit from the ordinance because of their circumstance. Bureaus will need to set realistic expectations resulting from adjustments and associated yield presented by the ordinance. Communications to internal and external customers will also need to be clear and consistent as it relates to changes in services.

Tom asked OMF's LMCs to discuss the safety net ordinance and determine some recommendations on how to make participation fair for all employees, despite their position within any given bureau.

There was a question regarding voluntary layoffs and whether employees can receive unemployment benefits. Here's the answer from [BHR's FAQ page](#):

- *While unemployment claims are determined by the State, voluntary separations do not typically qualify. We are working with the City Attorney's Office to determine additional guidance.*

The Citywide reentry team has hosted two town halls to discuss updates on COVID and the plan to reenter City facilities. Many employees expressed hesitance in returning to City facilities and want more flexibility post-pandemic. Some of the hesitance can be attributed to employee reliance on mass transit.

Here's useful information related to airflow throughout TriMet's fleet:

<https://blog.trimet.org/2020/10/15/airflow/>.

One approach to phasing employees back into facilities is through deploying employee 'work zones' and working with bureaus to determine the demand for returning to facilities. Age and risk factors will also be a determining factor for reentry. When reentry begins, there must be strong enforcement of City policy in order to keep employees safe. Several jurisdictions have commended the City for its efforts in producing the reentry guidance. Paul suggested that a Citywide poll related to reentry could be beneficial.

It was noted that the City could redirect money being spent on out leases and create more hoteling zones throughout City-owned facilities. Enacting this would identify funds to retrofit several of the City's maintenance and public safety facilities. The downside is that employees would no longer have their own fixed space within a City facility.