

OMF Labor Management Committee Meeting Recap

April 15, 2021

Chaired by Tom Rinehart

Members Present

Heather Saby, P&D (Alt)
Thomas Lannom, Revenue Director
Rachel Whiteside, PROTEC17
Tim McCormack (Alt), Facilities
Tony Bush, CityFleet
Tom Rinehart, CAO/Co-Chair
Manish Thakore, PROTEC17
Paul Cone, BTS/PROTEC17/Co-Chair

Members Absent

Scott Karter, Revenue (ALT)
Michelle Kirby (Alt), BRFS Director
Tyler Wallace (Alt), Revenue
Don Bryans (Alt), P&D
Rebecca Hatton (Alt), Facilities
Jamaal Anthony, BHR
Roger Koppy, AFSCME/DCTU
Keith Drew (Alt), CityFleet
Kristin Wells, Facilities Operations
Eddie Barton, Local 701
Carmen Merlo, Deputy CAO (Alt)
Theo Leiataua, Facilities (Alt)
Alan Bates, CityFleet
Michael Roy, CityFleet Manager
Matthew Spitulski, P&D Manager

Other Staff Present

Ethan Cirmo, OMF staff

Updates from OMF LMCs

CityFleet (Tony Bush)

They don't have much to report. Fleet's LMC meeting was a few weeks ago, and they were starting to discuss new processes torque specifications. Safety walk arounds for OSHA were also a new feature of daily work at Fleet.

CAO Tom Rinehart took a full tour of the Kerby facility recently. He reported that he intends to keep looking at the long-term strategy of having the Kerby garage exist as it does today, versus moving it or potentially upgrading it. Last, Fleet wants to report that it has hired a new shop superintendent.

BTS/Printing & Distribution (Paul Cone)

BTS' LMC has been talking about safety. They are finding that a lot of employees are inside while not wearing masks, so they have identified this as a concern and are starting to zero back in on the basics of mask wearing and social distancing. BTS identified that this kind of change represents a cultural shift, and that will take time.

Safety concerns are continuously coming up at LMC meetings. To that end an LMC subcommittee is addressing safety concerns that frequently coming up.

Otherwise BTS has now re-established an Employee Recognition Committee, which is working on some new ideas for employee recognition in a post-pandemic working environment

Last, the BTS LMC is revisiting old training concepts and wants to integrate those into their practice.

Facilities (Tim McCormack)

Protest activity has markedly increased, and Facilities is reporting that dealing with this activity distracts from their normal duties. They are trying to respond appropriately, be less reactive and more proactive, and partner with the Police.

Their primary concern is for the safety of their employees, and so their team members do not perform their normal duties if a disturbance is reported.

This protest activity is expected to continue in the near future, with many Police precincts boarding their windows again. We can expect another challenging summer, so we are continuing to focus on safety and morale.

Revenue (Thomas Lannom)

Revenue's LMC has not been active for a year, but now that the ITS project is ramping down, they would like their LMC to start operating again. They are struggling to find interested staff, which is a new problem. Historically, the Revenue LMC has 15 years of success, so this is a new challenge.

On March 29, the ITS project completed phase R2. It was a resounding success.

Otherwise, Revenue is doing a lot of hiring, with 50 additional staff incoming.

Revenue staff used to be very separated by the taxes they worked on. Today, taxes are more integrated, and so they are seeing more integration happen within their staff. There is less separation of staff into specific taxes, and instead staff enjoy a more unified system where all staff can view any and all tax types.

American Rescue Plan (Tom Rinehart)

As part of the American Rescue Plan, the City of Portland is expecting payments of \$109 million twice, once in late spring of 2021 and once again in 2022.

The initial use of this money is hotly debated, and will have to be up for Council debate. Currently we are more in the relief phase and not yet moved on to the recovery phase, and so careful analysis and planning will have to be used when it comes to the actual use of this money.

We are making proposals and scenarios on the best use of this money, and I believe that we need listening sessions outside of the Council process, but for now the ball is in Council's court.

CAO's Office Updates (Tom Rinehart)

There is a potential infrastructure bill from congress which, if it happened, warrant some further City planning on fund use. For now, significant updates will have to wait while we deal with rescue plan details.

Tom is optimistic that staff will start being able to return to work by this summer, but is cognizant of the fact that the City's plans for in-person working are in flux. There is a lot to consider with workforce needs, and with the balancing of remote work with on-site work. We need a general agreement about what the City's culture is, and from there we will be able to start considering the impacts of on-site work versus remote work.

From a facility perspective, the potential problem is challenging. The solution in Facilities' case needs to be driven by customers.

The pandemic has stressed long standing work models like P&D, for instance. We need to figure out how they are going to move forward, because while we definitely still need them, their role, especially in terms of a need for print materials, is changing.

Last, the Charter Review Commission is tackling the large problem of reconsidering the City's form of government. Little has been determined yet, but the process is starting.