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OMF Labor Management Committee Meeting Recap

September 16, 2021

Zoom Meeting

Chaired by Tom Rinehart

Members Present

Theo Leiataua, Facilities (Alt)
Paul Cone, BTS/PROTEC17/Co-Chair
Tom Rinehart, CAO/Co-Chair
Tony Bush, CityFleet
Matthew Spitulski, P&D Manager
Heather Saby, P&D (alt)
Tim McCormack (alt), Facilities
Thomas Lannom, Revenue Director
Rachel Whiteside, PROTEC17
Eric Chitoubol, CityFleet (alt)

Members Absent

Manish Thakore, PROTEC17
Carmen Merlo, Deputy CAO (Alt)
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 Koppo, AFSCME/DCTU
Keith Drew (Alt), CityFleet
Eddie Barton, Local 701
Alan Bates, CityFleet
Michael Roy, CityFleet Manager

Other Staff Present

Ethan Cirimo, OMF staff

Updates from OMF LMCs

CityFleet (Eric Chitoubol)

The Fleet LMC met September 7, and the big topic was the vaccine mandate. They have a new coordinator position posting soon, eight tech. vacancies as of Friday, and are prepping for snow and ice season.

They are still working on post-COVID work schedules and are currently meeting with their employees' labor union to discuss options.

BTS/P&D (Paul Cone/Matthew Spitulski)

BTS: The BTS LMC met August 25. BTS is developing a work plan, talking about web migration, and considering how blog can be implemented with the new website.

P&D: P&D is in the early stage of an organizational assessment. They have another employee who is retiring after 30 years with the City. They are working with Police to discuss the removal of their window coverings, which have been installed since the pandemic began.

Facilities (Tim McCormack)

Facilities is reporting some difficulty with their safety program training, but nothing that they can't resolve internally. For now, they are making sure their procedures are updated, which will only help with the safety of their overall operations.

On the labor side of their operations, they have several new FMTs and are quite pleased with their new employees. They are working with labor and 701 to offer 1 new position, which is an unusually low number and a welcome respite from their usual hiring activity.

Revenue (Thomas Lannom)

Revenue is reporting sudden interest in establishing a Revenue LMC once again. Despite an initial lack in interest, they have now begun the process in earnest. Currently the Chair of this effort is on leave, but is working on increasing the number of participants.

Otherwise, they have had many promotions and a cascading series of vacancies, with many employees attending the upcoming new employee orientation.

Building Code Authority (Paul Cone, Rachel Whiteside)

There have been an increased number of building code authority disputes, and the question of who has final say is up in the air. This is directly related to staff turnover. Onsite employees try to report concerns, but many of them feel like they aren't being heard when they report workplace safety issues. The question now is how do we reestablish communication channels?

Comments

When it comes to code, the fire marshal has final authority, but this isn't widely known. The entire topic could use exposure so that building code authority is clearer. Tim McCormack is going to speak with Paul Cone and Rachel Whiteside after this meeting to discuss Facilities' similar issues, and how they've responded.

Tom: When it comes to building code, ultimately the fire marshal has final authority. Glad to see this question is being addressed.

OMF updates/vaccine policy implementation (Tom Rinehart)

As expected, parking revenue is way down. The City has hired an economist, who will be a valuable resource as we move forward.

When it comes to the City's vaccine mandate, Council was behind it from the start. In hindsight, Tom wanted to have more of a plan were the City to move forward with a mandate.

So far, 75% of City employees have provided vaccination documentation, 2% have requested exemptions, and 0.1% have given an outright "no" about providing such documentation. This final percentage will likely increase in the next few days, as the deadline is tomorrow.

One problem that we are seeing is that requests for religious exceptions tend to quickly turn in to political arguments against the vaccine, which aren't relevant in our work.

The Fire Bureau has the highest vaccination compliance of any fire department in the country, and despite not mandating a vaccination, the vast majority of police officers are vaccinated too.

Directors meeting twice a week, seeing reports of who is vaccinated who isn't, important of continuity of operations, but not releasing any of that info publicly. Verification of valid vaccine documentation is questionable.

Questions and comments

Tony Bush – The fact that the City is forcing employees to vaccinate is leaving a sour taste in some employees' mouths. Tom responded that we are not alone in requiring a vaccination, as other municipalities like Tigard, Beaverton, Hillsboro, and Multnomah County require it too.

Tim McCormack – As a leader, Tom is balancing all the variables well. This will never be a situation where all parties are satisfied at the conclusion.