

OMF Labor Management Committee Meeting Recap

October 19, 2022
Chaired by Paul Cone

Members Present

Ethan Cirimo, OMF Communications
Elliot Levin, PROTEC17
Jamaal Anthony, Human Resources
Paul Cone, Technology Services
Peter Ullrey, Facilities
Rachel Whiteside, PROTEC17
Michael Jordan, Chief Administrative Officer
Iana Spada, Revenue
Heather Saby, P&D
Kevin Novak, CityFleet
Sheila Washington, Facilities
Michael Roy, CityFleet

Members not present

Tony Bush, City Fleet
Manish Thakore, Technology Services
Maty Sauter, Division of Asset Management
Eric Chitoubol, CityFleet
Thomas Lannom, Revenue
Ricardo Mota, CityFleet

Updates from OMF LMCs

CityFleet (Eric Chitoubol)

CityFleet had its internal LMC meeting on 10/18 and talked about best practices when air quality is poor. They have around 13 tech vacancies. They also discussed recent new hires and are currently hiring a few other positions. They are working with PBOT for the Fall leaf season.

BTS/P&D (Paul Cone)

BTS had an employee recognition at Asylum food carts and is considering doing such an event quarterly. They are also working on a backlog of employee service awards. Last, they are working on the transition of the BTS website from Portlandoregon.gov to Portland.gov. There is no eta yet.

Facilities (Sheila Washington)

Facilities has a new applicant for their tech vacancy. They had a safety training on 10/18, introducing employees to the enterprise management process. They currently have two FMT candidates and are hiring the first and interviewing the second. They are not filling three of their open positions and are

instead re-classifying them. They are minimizing outside work through Thursday or until the air quality improves. Until then, they are minimizing their outside work.

CAO Mike Jordan suggested that they reach out to BES and Water for advice on hiring instrument tech positions.

Revenue (Iana Spada)

Revenue is hiring two positions. Iana pointed out that there is a potential problem for the hiring of non-native speakers. Interview questions can often be confusing.

CAO Update (Michael Jordan)

CAO Mike Jordan and support staff presented at a Council work session on 10/18 regarding the future of work. They went through recommendations for employees who have been asked to report to work throughout the pandemic.

“We want to do everything we can to avoid making two classes of employees: those who do work in-person and those who work remotely.”

Of particular interest to all is the policy regarding a required number of days on-site. This policy is currently one day per week for all bureaus (with some exceptions) and is implemented in most bureaus. Optimization of the space use for The Portland Building would require changes if increasing the number of days required on-site for employees. Supervisors with multiple work groups likely would have difficulty being present. Ultimately, any decision in this regard will occur after this upcoming election. There will be an appeal process *citywide*, not bureau by bureau.

Air quality update (Elliot Levin)

Questions arose about the messaging during our current air quality crisis. Messaging both citywide and bureau-to-bureau varied a lot, and many employees were unclear on whom to listen to. For example, some bureaus got notifications of the smoke, some did not. In a situation such as this, more uniform citywide messaging would assuage employees unclear on who to listen to.

Elliot Nevin was happy to see the City going above and beyond the air quality standards of other industries.

In the case of garages, air quality is likely the same both indoors and outdoors, and Cityfleet doesn't really have monitoring devices. OSHA standards differ from City standards. All this combines to create a muddy picture of what to do when an air quality danger exists.

HR representation update (Jamaal Anthony)

Jamaal will be the new recruitment supervisor for HR, leaving his current post in labor relations.