



COBEA

2019-2022 Bargaining Update

COBEA members,

Your bargaining team continues to put in long volunteer hours working for you! The first three months were spent on initial proposals, working through some language clean-up and TA-ing some articles as we move through the bargaining process.

In the last month and a half, we have finally reached a point of actual negotiating. We have gotten to the heart of some matters and heard the City's interests. And we have made ourselves loud and clear. We are not here to accept a list of take-aways from the City. We are not here to barter bits and pieces of our contract for the cost of living. We are at the table to negotiate competitive wages, defend our benefits and defend our contract!

A big shout out to your bargaining team! Please join me in thanking them for all their hard work and going to bat for each and every one of you.

I'll see you at your next "brown-bag," cheers! Kerry

2019 Bargaining Committee

Brice Blackwelder
Roy Bradley
Tim Carlson
David Crabtree
Corey Mastrud
Jeremy Miller
Mike Niles
Shelia Pyott
Julie Price
Sandra Roberts
Cally Whitman

Current Focus Issues

Overtime and On Call

We continue to seek to protect compensatory time benefits. Comp. time is our time, "earned". Comp time is not a gift from the City, "used" or abused. The City has not presented anything that indicates there is a comp time problem or "abuse" City-wide or within our association yet once again they propose capping it.

Vacation

We continue to pursue equity in vacation benefits City-wide. Particularly, our members who have served the longest are not receiving the same recognition in benefit as their colleagues after 20 years of public service.

Wages

Your committee focused on a strong COLA to support the past contract's wage selective increases. Regarding any additional wage selectives, strong consideration was given to any position that did not receive the recommended increase during the last contract negotiations or any wage that would be "egregiously" underpaid in comparison to other jurisdictions/organizations. There is also interest in bringing equity to the "Lead premium" as reflected in the Lead pay and job descriptions.

Shift Differential

We seek to add night shift differential to our contract. We recognize and place value on the demand and impact that working at night has on our members. Plowing our streets in the winter, striping in the summer, answering alarms in the middle of the night and all that the impact of working nights has on the body, the family and the quality of life deserves a premium.

Telecommuting

We understand that the City has an interest in shifting the culture of how we work and particularly commute or maintain work space. Though this type of working condition may not be applicable to all positions, we hope to support some positive culture shift while providing a more beneficial working environment where we are able.

Downtown Parking

The City initially proposed to end the parking pass benefit for all downtown members with no alternative or plan to mitigate the impact. Their intension was to do this on or near July 1st this year. We also found out that the City started along the path to this change back in 2015 without ever involving all stakeholders. Our initial counter-proposal, subsequent proposals and discussions have been in full support of meeting on middle ground for any desired "culture shift" so long as we work as partners. We are not willing to give up the parking pass benefit for absolutely nothing in return; no alternative parking, no viable public transportation pass and little consideration for the reality of living in bend and working downtown.



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Bargaining update:

Article 1 - Recognition

We seek to include in the contract some language that has been included in MOUs for LTD positions as it pertains to protections for COBEA-represented employees.

Article 3 - Association Rights

This has mainly to do with clean-up language. However, there is legislation from the State that has to be considered.

Article 8 - Overtime and On Call

We continue to seek to protect compensatory time benefits. Comp. time is our time, "earned". Comp time is not a gift from the City, "used" or abused. The City has not presented anything that indicates there is a comp time problem or "abuse" City-wide.

Article 9 - Probation

We feel that probation longer than 12 months has no bearing on proper performance evaluation. Furthermore we would like to see consistent and equitable measures implemented for performance evaluation during probation. During the last 3 years of the current language, the City has refused or been unable to demonstrate any ability to take top performing employees off 18 mo probation when performance and annual reviews suggest probation is no longer needed.

Article 10 - TA'd

In 10.3 the employee and COBEA is to be notified in writing of any formal discipline. 10.5 is adding "which could" involve discharge or suspension' to the language.

Article 11 - TA'd

Language clarification, clean up and protecting the rights of the association as the grievant.

Article 13 - Salary Administration

In 13.12 we seek to have provisions for employees who may be assigned to work, projects, presentations, inspections etc where working out of class is more than covering someone's lunch or helping but rather truly working out of class for certain hours in a day. This can occur when work out of class is required for only a few hours in a day but called upon often. An example would be someone who has a cert and experience that management needs for inspections.

Article 14 - Payday

The City has proposed a bi-weekly pay scheduled. This is an open issue and COBEA has responded.

Article 15 - TA'd

Language clean-up for "bargaining unit members."

Article 16 - TA'd

Update language from "meet and discuss" to "bargain upon demand to the extent required by law."

Article 18 - TA'd

Language changes to clarify FMLA and OFLA provisions.

Article 20 - TA'd

Language changes to bring in line with the OAR and ORS



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Article 21 – Vacation

We continue to pursue equity in vacation benefits City-wide. Particularly, our members who have served the longest are not receiving the same recognition in benefit as their colleagues let alone supervisors. We seek the changes in a way that has no negative impact to our current tiered system.

Article 22 – Health and Welfare

The City would like to provide plan options beyond that which PERS provides. However, it is a one-time “opt-out” which is concerning.

Article 24 – Clothing, Uniforms and Personal Safety

The cost of boots, clothing and embroidery is being evaluated as well as the stipend which of course is taxed.

Article 26 – Safety

The City has proposed new language regarding positive drug screening and substance abuse professionals. The City would also like to put telematics in all of their vehicles and equipment. There are privacy concerns as well as technology restrictions which impact working conditions and “Just Cause.” This is an open issue and COBEA has responded.

Article 29 – Terms of agreement

We seek the usual 3 year contract with retroactive language

Article 30 – Wages

Your committee focused on a strong COLA to support the past contract’s wage selective increases. Regarding any additional wage selective, strong consideration was given to any position that did not receive the recommended increase during the last contract negotiations or any wage that would be “egregiously” underpaid in comparison to other jurisdictions/organizations. There is also interest in bringing equity to the “Lead premium” as reflected in the Lead pay and job descriptions.

NEW – Shift Differential

We seek to add Night Shift differential to our contract. We recognize and place value on the demand and impact that working at night has on our members. We feel that it is important to acknowledge what it takes to work at night plowing our streets in the winter, striping in the summer, answering alarms in the middle of the night and all that the impact of working nights has on the body, the family and the quality of life.

NEW – Telecommuting

We understand that the City has an interest in shifting the culture of how we work and particularly commute or maintain work space. Though this type of working condition may not be applicable to all positions, we hope to support some positive culture shift while providing a more beneficial working environment where we are able.

NEW – Parking

The City initially proposed to end the parking pass benefit for all downtown members with no alternative or plan to mitigate the impact. Their intention was to do this on or near July 1st this year. We also found out that the City started along the path to this change back in 2015 without ever involving all stakeholders. The City’s second proposal still incorporated a complete end to the benefit only in a 3 year phased fashion and based on an employee’s income. Our initial counter-proposal, subsequent proposals and discussions have been in full support of meeting on middle ground for any desired “culture shift” so long as we work as partners. We are not willing to give up the parking pass benefit for absolutely nothing in return; no alternative parking, no viable public transportation pass and little consideration for the reality of living in Bend and working downtown.