

Union TA:

City TA:

CITY OF PORTLAND

AND

**LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA (LIUNA) LOCAL 483**

January 19, 2023
City Proposal

The following is a proposal to resolve the current successor collective bargaining agreement:

- 4-year contract term: July 1, 2022 – June 30, 2026 (Article 38)
- Year 1: COLA 5%, retroactive to July 1, 2022
- Year 2: COLA 5%, effective July 1, 2023
- Year 3: COLA (1-5%, in accordance with CPI) effective July 1, 2024
- Year 4: COLA (1-5%, in accordance with CPI) effective July 1, 2025
- Individuals in specific classifications will receive a market-wage adjustment as proposed by the City on November 15, 2022*

**Retroactive to July 1, 2022 – The proposed market adjustment includes 5% COLA, meaning the 5% COLA is not added on top of the market-wage adjustment.
See attached classification breakdown.*

- Effective July 1, 2022, in addition to COLA, a 1% across the board increase for all classifications including those receiving market-wage adjustments.
- Effective July 1, 2023, in addition to COLA, a 1% across the board increase for all classifications including those receiving market-wage adjustments.

As detailed in the following proposals (effective upon ratification by both parties unless otherwise stated):

- Members eligible to participate in City's Language Premium program (Schedule A)
- Addition of Juneteenth Holiday (Article 15)
- Updated Shift Premiums (Article 8)
 - \$1.77 (Swing)
 - \$2.36 (Nights)

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- Reduced waiting period for new hire Sick Leave (Article 18) and Vacation (Article 16) from 90 days to 30 days
- Removed cap on sick leave for dependent care (Article 18)
- Increased hours for Seasonal Park Rangers from 1,400 to 1,600 hrs (Schedule C)
- Premium share for Seasonal Park Rangers increases from 90/10 to 95/5 (Schedule C)
- BES CDL Premium Pilot
- Increased clothing allowance for eligible positions to from \$250 to \$350 per fiscal year (Article 30)

The following articles amended per the City's date specified proposal:

- Preamble (May 3rd)
- Article 1 – Recognition (August 30th)
- Article 3 – Dues Checkoff (April 5th)
- Article 8 – Shifts (October 25th)
- Article 9 – Overtime (October 25th)
- Article 16 – Vacations (December 6th)
- Article 17 – Health and Life Insurance (December 6th)
- Article 18 – Sick Leave (August 2nd)
- Article 20 – Leaves of Absence (May 3rd)
- Article 21 – Jury Duty and Witness Pay (May 3rd)
- Article 23 – Union Representation (December 29th)
- Article 27 – Wage Scales (December 6th)
- Article 28 - Recoupment of Overpayments/Underpayments (December 6th)
- Article 38 – Effective Date and Duration of Agreement (December 20th)
- Schedule A (December 20th)
- Schedule C (November 1st)
- LOA #5 – BES (November 15th)
- LOA #11 – Wastewater Operator 2 Bid Procedure (November 15th)
- LOA # 27 (December 20th)
- LOA # 28 (December 20th)
- Park Rangers LOA (November 1st)
- BES CDL Pilot (November 15th)

The City recognizes the following articles as tentative agreements between the parties:

- Article 2 – Unions Security (April 5th)
- Article 7 – Work Schedules and Workweeks (agreed to TA on August 30th)
- Article 10 – Reporting Pay and Minimum Pay (August 30th)
- Article 14 – Layoff / Recall (agreed to TA on December 6th)
- Article 15 – Holidays (agreed to TA on December 6th)
- Article 21 - Jury Duty and Witness Pay (May 3rd)
- Article 30 – Clothing (signed TA on January 17th)

		Current Rates (does not include 5% COLA effective 7/1/2022)							City Proposed Rates Effective 7/1/2022							
Job ID	Job Title	Entry	6 months	Year 1	Year 2	Year 3	Year 4	Year 5	Proposed Increase type	Entry	6 months	Year 1	Year 2	Year 3	Year 4	Year 5
30001737	Arborist I	26.75	27.76	28.76					Targeted	\$ 29.22	\$ 30.32	\$ 31.42				
30001738	Arborist II	27.17	30.29	31.04					Targeted	\$ 29.68	\$ 33.08	\$ 33.91				
30000248	Arborist III	30.82	34.33	35.04					Targeted	\$ 33.66	\$ 37.50	\$ 38.27				
30001739	Arborist IV	32.75	35.58	37.05					Targeted	\$ 35.77	\$ 38.86	\$ 40.47				
30000247	Arborist, Trainee	24.41	28.09	29.7					Targeted	\$ 26.66	\$ 30.67	\$ 32.45				
30000090	Asphalt Raker	26.75	27.76	31.06					Targeted	\$ 28.37	\$ 29.44	\$ 32.94	\$ 34.12			
30002494	Auto Equip Oper II: Tractr-Trailr-CL	26.9	30.51	32.39					Targeted	\$ 29.16	\$ 33.08	\$ 35.12				
30000096	Auto Servicer	23.46	26.73	28.76					Across-the-board	\$ 24.88	\$ 28.35	\$ 30.50				
30000103	Automotive Equip Oper II: Street Sweeper	26.9	30.51	32.39					Targeted	\$ 29.16	\$ 33.08	\$ 35.12				
30002583	Automotive Equip Oper II:Sewer Vacuum-CL	26.9	30.51	32.39					Targeted	\$ 31.78	\$ 34.52	\$ 37.12				
30002493	Automotive Equipment Oper I-CL	25.32	28.8	30.69					Targeted	\$ 28.24	\$ 32.11	\$ 34.21				
30002500	Carpenter, Lead-CL	33.48	36.39	37.5					Targeted	\$ 37.37	\$ 39.24	\$ 41.20				
30002499	Carpenter-CL	31.93	34.67	35.7					Targeted	\$ 35.59	\$ 37.37	\$ 39.24				
30002496	Concrete Finisher, Apprentice-CL	27.13	29.33	29.7					Targeted	\$ 30.75	\$ 32.13	\$ 33.18				
30002498	Concrete Finisher, Lead-CL	33.48	36.39	37.5					Targeted	\$ 37.37	\$ 39.24	\$ 41.20				
30002497	Concrete Finisher-CL	31.93	34.67	35.7					Targeted	\$ 35.59	\$ 37.37	\$ 39.24				
30002495	Construction Equipment Operator-CL	26.97	30.69	32.64	34.45				Targeted	\$ 30.22	\$ 34.39	\$ 37.27				
30000095	Environmental Systems Crew Leader	32.24	35.04						Targeted	\$ 36.10		\$ 38.98				
30000094	Environmental Systems Maintenance Tech	29.97	32.55	33.47					Targeted	\$ 31.78	\$ 34.52	\$ 37.12				
30002488	Facilities Maintenance Technician, Ld-CL	35.14	39.37	40.57					Across-the-board	\$ 37.27	\$ 41.75	\$ 43.03				
30002487	Facilities Maintenance Technician-CL	34.87	37.64	38.79					Across-the-board	\$ 36.98	\$ 39.92	\$ 41.14				
30000085	Greenskeeper I	24.13	27.4	29.51					Across-the-board	\$ 25.59	\$ 29.06	\$ 31.30				
30000086	Greenskeeper II	27.17	30.29	31.04					Across-the-board	\$ 28.82	\$ 32.12	\$ 32.92				
30000087	Greenskeeper III	28.17	32.09	34.11					Across-the-board	\$ 29.88	\$ 34.03	\$ 36.18				
30002502	Horticulturist, Apprentice-CL	24.24	27.52	29.46					Across-the-board	\$ 25.70	\$ 29.19	\$ 31.24				
30002504	Horticulturist, Lead-CL	28.62	32.6	34.57					Across-the-board	\$ 30.35	\$ 34.57	\$ 36.66				
30002503	Horticulturist-CL	27.27	31.12	32.93					Across-the-board	\$ 28.92	\$ 33.01	\$ 34.93				
30000126	Industrial Machinist	31.71	34.47	35.53	37.48				Targeted	\$ 41.16						
30000157	Industrial Maintenance Millwright	31.71	34.47	35.53	37.48				Targeted	\$ 41.16						
30000158	Industrial Maintenance Millwright, Lead	34.08	37.05	38.16	40.26				Targeted	\$ 44.21						
30000156	Industrial Maintenance Millwright, Trnee	23.22	26.09	27.01					Targeted	\$ 25.50	\$ 28.65	\$ 29.66				
30002501	Laboratory Analyst I-CL	26.53	30.35	31.85	33.5				Across-the-board	\$ 28.14	\$ 32.19	\$ 33.77	\$ 35.53			
30002505	Laboratory Analyst II-CL	28.48	32.48	34.09	35.81	37.6			Across-the-board	\$ 30.20	\$ 34.44	\$ 36.15	\$ 37.98	\$ 39.87		
30002506	Laboratory Analytical Specialist-CL	32.37	35.93	37.53	40.17	42.97			Across-the-board	\$ 34.33	\$ 38.11	\$ 39.80	\$ 42.60	\$ 45.57		
30002507	Laboratory Coordinator-CL	33.58	37.28	38.69	41.39	44.33	47.4		Across-the-board	\$ 35.61	\$ 39.53	\$ 41.03	\$ 43.89	\$ 47.02	\$ 50.27	
30000098	Maintenance Mechanic	29.59	32.18	33.09					Across-the-board	\$ 31.38	\$ 34.13	\$ 35.09				
30003352	Maintenance Worker Assistant-CL	14.75	15.1	17.11					Across-the-board	\$ 15.64	\$ 16.02	\$ 18.15				
30002609	Maintenance Worker-CL	17.72							Targeted	\$ 20.72	\$ 20.72					
30001709	Park Ranger	22.51	24.53	25.77	27.07	28.41	29.84		Targeted	\$ 28.18		\$ 29.59	\$ 31.07	\$ 32.62	\$ 34.26	
30000099	Parking Pay Station Technician	28.16	30.63	32.19	34.01				Across-the-board	\$ 29.87	\$ 32.48	\$ 34.14	\$ 36.07			
30000100	Parking Pay Station Technician, Lead	32.89	35.72	36.8					Across-the-board	\$ 34.88	\$ 37.89	\$ 39.03				
30000084	Parks Maintenance Crew Leader	28.15	32.09	34.01					Targeted	\$ 36.10		\$ 38.98				
30002492	Parks Technician, Lead-CL	27.77	30.15	31.48					Targeted	\$ 28.19	\$ 29.59	\$ 31.07	\$ 32.63	\$ 34.26		
30002491	Parks Technician-CL	26.41	28.69	30					Targeted	\$ 26.84	\$ 28.19	\$ 29.59	\$ 31.07	\$ 32.63		
30000093	Public Works Crew Leader	29.97	32.54						Across-the-board	\$ 31.78	\$ 34.51					
30002159	Seasonal Park Ranger	18.77	20.45	21.68	23.01	24.38			Targeted	\$ 23.96		\$ 25.16	\$ 26.41	\$ 27.73	\$ 29.12	
30000092	Sign and Marking Technician	32.24	35.04						Targeted	\$ 36.10		\$ 38.98				
30000089	Sign Maker	31.4	34.11	35.12					Across-the-board	\$ 33.30	\$ 36.18	\$ 37.25				
30000088	Sign Maker, Apprentice	26.02	31.7						Across-the-board	\$ 27.59	\$ 33.62					
30002133	Site Operations Crew Leader	32.24	35.04						Targeted	\$ 36.10		\$ 38.98				

30002483	Storekeeper/Acquisition Specialist I-CL	25.46	28.97	31.17				Across-the-board	\$ 27.00	\$ 30.72	\$ 33.06						
30002484	Storekeeper/Acquisition Specialist II-CL	26.76	30.39	32.74				Across-the-board	\$ 28.38	\$ 32.23	\$ 34.72						
30000055	Storekeepr/Acquisition II:Auto Part Spec	26.76	30.39	32.74				Across-the-board	\$ 28.38	\$ 32.23	\$ 34.72						
30002485	Storekeepr/Acquisition Specialist III-CL	30.25	34.64	36.52	37.57			Across-the-board	\$ 32.08	\$ 36.73	\$ 38.73	\$ 39.84					
30002486	Storekeepr/Acquisition Specialist, Ld-CL	30.25	34.64	36.52	37.57			Across-the-board	\$ 32.08	\$ 36.73	\$ 38.73	\$ 39.84					
30000091	Street Maintenance Crew Leader	32.24	35.04					Targeted	\$ 36.10		\$ 38.98						
30001609	Striper Operator	26.47	30	31.85				Targeted	\$ 29.16	\$ 33.08	\$ 35.12						
30000250	Tree Inspector	32.23	36.58	38.72	39.87			Targeted	\$ 36.12		\$ 37.93	\$ 39.82	\$ 41.81	\$ 43.90	\$ 46.10		
30003353	Tree Inspector, Senior	34.29	38.92	41.17	42.41			Targeted	\$ 39.73		\$ 41.72	\$ 43.80	\$ 46.00	\$ 48.30	\$ 50.70		
30000080	Turf Maintenance Technician	24.13	27.4	29.51				Across-the-board	\$ 25.59	\$ 29.06	\$ 31.30						
30002489	Utility Worker I-CL	25	27.19					Across-the-board	\$ 26.51	\$ 28.84							
30002490	Utility Worker II-CL	27.19	28.2	29.24				Across-the-board	\$ 28.84	\$ 29.91	\$ 31.01						
30000163	Wastewater Operations Specialist	36.01	39.13	40.74	41.97			Targeted	\$ 39.55	\$ 42.98	\$ 44.75	\$ 46.10					
30000160	Wastewater Operator I	25.82	29.4	31.45	32.37			Targeted	\$ 28.36	\$ 32.29	\$ 34.54	\$ 35.55					
30000161	Wastewater Operator II	30.06	34.2	34.52	35.36	36.36	37.48	Targeted	\$ 33.01	\$ 37.56	\$ 37.92	\$ 38.84	\$ 39.93	\$ 41.16			
30003825	Wastewater Operator III	36.01	39.13	40.74	41.97			Targeted	\$ 39.55	\$ 42.98	\$ 44.75	\$ 46.10					
30000162	Wastewater Operator, Lead	34.08	37.05	38.16	40.26			Targeted	\$ 37.42	\$ 40.69	\$ 41.91	\$ 44.21					
30000159	Wastewater Operator, Trainee	23.22	26.09	27.01				Targeted	\$ 25.50	\$ 28.65	\$ 29.66						
30000123	Welder	31.4	34.11	35.12				Targeted	\$ 35.59	\$ 37.37	\$ 39.24						
30000122	Welder, Apprentice	27.13	29.33	29.7				Targeted	\$ 30.75	\$ 32.13	\$ 33.18						
30000124	Welder, Lead	33.48	36.39	37.5				Targeted	\$ 37.37	\$ 39.24	\$ 41.20						