

February 6, 2025

Dear Mayor Wilson,

We, as a collective of parents and caregivers who are current City of Portland employees, write to you to address the new requirement for supervisors and managers to work in-person full-time. This letter includes parent perspectives, primarily from mothers. We support others who require hybrid work as an option for their mental and physical health, ADA needs, caregiving responsibilities or any other situation. We also acknowledge that hybrid work is not best for every person or every position in the city.

Parents employed at the City of Portland work at various facilities daily to serve the people of Portland and strive to achieve the same critical goals that you have elevated: to end unsheltered homelessness and make Portland a safe, clean, and welcoming place to live and work. We want to strengthen our city today and for future generations. We believe that retaining a consistent hybrid work option for managers, supervisors, and all employees (as their positions allow) will make our workforce and our city stronger.

The COVID-19 pandemic changed norms around remote work across the world. While city staff grappled with uncertainty during the pandemic, they also embraced silver linings like better work/life balance and increased visibility and acknowledgment of caretaking duties. The requirement for managers and supervisors to return to in-person work full-time does not acknowledge these social changes but instead takes a step backward. This is underscored by the fact that hybrid work was a common practice at the City of Portland prior to the pandemic due to the City's objective of being a Model Employer (Resolution 37235).

Communication from leadership about the new requirement also does not acknowledge the deep-rooted personal impacts on individual managers and supervisors, including how employees spend their money, and their time, and how they care for their children. We want to convey the unique challenges of full-time in-person work for caregivers and highlight the important benefits of hybrid work for employees and the city as a whole.

Benefits of hybrid work option for the city as an employer:

- Retention of a diverse workforce.
- Increased job satisfaction of employees who are eligible for hybrid work.
- Increased options for employees to pursue career growth and management positions.
- Provides a competitive job benefit and makes the City of Portland a more attractive employer for job applicants.

Benefits to employee productivity, health, and well-being:

- Many parents manage drop off and pick up for their children as well as medical appointments and other commitments. Hybrid work allows caregivers to use sick, vacation, lunch or flex time to attend to these commitments and then more easily transition back to work.
- Hybrid work allows parents to spend time caring for themselves and their families on work-from-home days rather than commuting.
- Mothers are disproportionately responsible for caregiving and the mental load of family life. Hybrid work increases flexibility to offset the challenges mothers and all parents face, and contributes to a culture that values caregiving.
- For pregnant people and new mothers, daily life involves additional needs and challenges, including pregnancy symptoms, postpartum recovery, breastfeeding and pumping, unpredictable sleep routines, and bonding by physically being present with a young child. Hybrid work schedules allow people in these two groups to take care of themselves and their baby's needs while not compromising on work productivity.

We ask that you rescind the full-time in-person work requirement for managers and supervisors and gather a committee to develop policies and strategies that lay out a more comprehensive plan for bringing hybrid employees back to in-person work sites.

We request that you explore the following topics with a committee of employees that includes parents and caregivers:

- Exploring how to improve hybrid work practices to advance excellence and collaboration without a full-time in-person requirement.
- Defining exceptions or clear options for flexibility with a full-time in-person work requirement.
- Increasing support for parents looking for and paying for childcare. In addition to near term support and better utilization of existing employee resources, we recommend exploring long term solutions for employees, such as increased childcare options at or near the Portland Building or other city work sites.
- Incentivizing reduced schedules and providing other benefits to support caregivers.
- Establishing a longer adjustment period for any increased in-person requirements so employees can arrange childcare and make other changes to meet new requirements.

In service and collaboration,
PDXCityParents, a DEEP Employee Resource Group



This letter is supported by the following City of Portland employees:

1. Corrine McQueen, mother of a 3-year-old and a 6-month-old
2. Adrienne Schaefer, mother of a 9 year old, 5 year old and 6 month old
3. Maria Hernandez Segoviano, mother of a 3-year-old
4. Anonymous, Mother of 1, soon to be 2.
5. Kathryn Doherty-Chapman
6. Lauren McKinney-Wise, mother of a 2 year old
7. Liz Hormann, mother of 2 and 6 year old
8. Nicole Powell, mother of a one year old
9. Marisa Trujillo DeMull (mother of 1, foster parent)
10. Rachel Lobo, mother of a one year old
11. Cassie Ballew, mother of a 5 year old
12. Brooke Jordan, mother of a 4 year old
13. Kylie Simonstrong, mother of a 3 year old and 10 month old
14. Aster Moulton, parent of a one year old and an 18 year old
15. Magan Reed, mother of a 6 year old with special needs
16. Shannon Todd Roth, mother of a 4 year old and 1 year old
17. Rachel Codd Gilmore, mother of a 4 year old and 1 year old
18. Cat Cheng, parent of a 4 year old
19. Apy Das, mother of a 6 year old and 1 year old
20. Anonymous, mother of a 3 year old and 7 month old
21. Aszita Mansor, Caregiver
22. Courtney Duke, parent of 20-year-old living at home with caregiving needs
23. Demetri Finch-Brown, mother of four 3 at home, 15 year old, 13 year old and a 7 year old.
24. Juli Maus, mother of 3
25. Anonymous, mother of a 9 month old
26. Anonymous, mother of a 4 year old
27. Anonymous, mother of 26 & 16 year old & provide care to parent
28. Amanda Zyph, mother of 3: 8 year old, 6 year old and a 3 year old
29. Aubri Qian
30. Emily Tabachnick, foster parent of a newborn and a 2 year old
31. Riza Liu
32. Kailyn Lamb
33. Leeor Schweitzer, parent of a 1 year old
34. Anonymous, mother of a 2.5 year old and 9 months old
35. Abby Hauth
36. Angel Ordaz, Father of a 4-year-old and expecting our second baby in March 2025
37. Mark Adams
38. Adi Amaro, mom of a 8 year old

39. Stacy Brewster, ADA exemption for remote work
40. Brady Lovell
41. Hector Dominguez, father of a 10-year old.
42. Timo Forsberg, father of a 7 year old and a 9 year old
43. Vanessa Curtis, mother of a 6 year old
44. Anonymous mother of a 1 year and 14 year old
45. Julie K., mother of a 7 month old
46. Renata Tirta
47. Anonymous, Supervisor, single mother of a 9 year old
48. Manchi Lai, mother with a 14 year old and a 9 year old with special needs
49. Judge Kemp, Queer Alliance Leadership team
50. Debbie Caselton, Queer Alliance Leadership team
51. Kaleb Buckekew, Queer Alliance Leadership team
52. Adriana Aguilar, Latinx PDX member & supporter of my colleagues who are managers/ supervisors
53. Roshin Kurian, HAPI member and leadership team
54. Anonymous, mother of a 2 year old and another in 2025
55. Anonymous, mother of 6 year old and 8 year old
56. Ning Jiang, HAPI leadership member, mother of a 6 year old and 4 year old
57. Kyle Thomas, father of a 2.5 year old.
58. Leah Espinoza, DEEP Leader, mother of 3 children ages 18, 14, and 8
59. Raul Preciado Mendez
60. Elizabeth, mother of a 4-year old and soon a newborn
61. Meredith Watkins
62. Alissa Fuchs
63. Jason Martin
64. Jennifer Chang
65. Alicia Garrison, Mother of a 2-year old
66. Jennifer Ori, with a 70+ mile commute to the office
67. Laura Rude, mom to a 10-year old
68. Lana Lane, fully remote worker with 125 mile commute, ADA, single mother of 13 yr old with disability
69. Nick Munch, father of 3 children ages 13, 11, and 9
70. Maggie Starr, parent of a 1 year old and a four year old with a two-hour round-trip commute, Queer Alliance member
71. Shaina Hobbs
72. Jay Richmond
73. Anonymous, father of two
74. Colleen Mossor
75. Anonymous, mother of a toddler and infant
76. Kelly Tappendorf
77. Anonymous, mother of two children with disabilities, sole caregiver
78. Aaron Brown, father of a 9 year old

79. Karen Dallas, mother of a 10 year old and an 8 year old
80. Kristin Brown, mother of a 6 year old
81. Jess Pernsteiner
82. Yen Tan
83. Nicholas Morell, father of 5 year old and 2 year old
84. Wendy Koelfgen, single full-time mother
85. Cary Watters, caregiver
86. Tana Atchley Culbertson, mother of a 4 year old and a 6 year old
87. Heather Perce, grandmother of 4, soon to be 6
88. Melissa Brown, mother of one child at home
89. Jeanette DeCastro, mother of two.
90. Anonymous, grandmother of one, caregiver for aged parent
91. Anonymous, parent of 3 children, one with strong needs
92. Keith Baich
93. Blair Vallie, ADA exemption for remote work
94. Megan Doherty
95. Liz Hoekstra, mother of a 1 year old
96. Kari Koch
97. Shane Valle
98. Anonymous, mother of 2 kids under 10 years old.
99. Anonymous, parent of 2 young children
100. Anne Brask, mother of a 17 mo old
101. Richard Faber, Father of two children under 10
102. Valency Astris, City Disability Network leadership, PROTEC17 steward
103. Norma Trujillo, mother of two, one of them has a chronic illness
104. Janet Tucker, family caregiver and PROTEC17 steward
105. Wing Grabowski, Equity and Community Engagement Coordinator, DEEP, ADA Title II and Language Accessibility Coordinator BPS - CPPW,
106. Jesús Rodríguez, supporter of DEI
107. Myrna Aracely Ortiz, Latinx PDX co-chair/member, CPPW steward/CAT member & supporter of my colleagues who are managers/ supervisors
108. Anthony De Los Reyes, parent to 3 children ages 4, 10, and 14.
109. Heather McKenna, parent to a 5 and 7 year old.
110. Anonymous, Caregiver
111. Anamaría Pérez, Latinx PDX Co-Chair, CPPW Bargaining Team Co-Chair, and supporter of colleagues who are managers and supervisors
112. Anonymous, Parent of 2 grade school children - Centennial School District, Portland zip code: 97233
113. City of Portland Professional Workers Union by vote of our membership on 1/30/2025, representing ~800 City workers, offers our support to this letter
114. Lale Santelices
115. Andi Pineda

116. Adriana Garcia-Serna, mother of a 10-year old and a 15-year old. Supporter of my colleagues who are managers/ supervisors.
117. Veronica Avila-Serna, mother of a 3yr old & 14yr old.

Cc:

Portland City Council

City Council Staff

Michael Jordan, City Administrator

DEEP Leaders

ERG Leaders

PDXCityParents Leadership Team