

TA'd DLR
10/30/24

Presented 10/14/24
1:00pm

KAO
10-30-24

CPPW/City of Portland Proposal – 10/14/2024 9:00a

Recognition

The City recognizes the Union as the exclusive representative and sole collective bargaining agent for all employees of the City in the following classifications: Coordinators I, II, III, Analysts I, II, III, Administrative Specialists I, II, III, Financial Analysts I, II, III, Environmental Regulatory Coordinators, Technology Business Representative, Multimedia Specialists, and Hearings Officer, or successive classifications, excluding supervisory, managerial, and confidential employees.

If the title of a classification in the bargaining unit changes and the job duties are not significantly altered or changed, the new classification will automatically become part of the bargaining unit and subject to the terms of this Agreement.

For purposes of this agreement and this recognition article, the term "Supervisory employee" means any individual having authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action, if in connection therewith, the exercise of the authority is not of a merely routine or clerical nature but requires the use of independent judgment. "Supervisory employee" does not mean lead workers or other workers engaged in assisting and providing direction to other employees as subject matter experts or more experienced employees, but who do not have authority to engage in discipline, to recommend discipline, or otherwise affect the terms and working conditions of their co-workers or other City employees. "Supervisory employee" also does not mean an employee who is temporarily filling a position with heightened responsibilities for a short duration, unless that position includes authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or adjust grievances, or effectively make such recommendations on behalf of the employer.

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