1. **Please list below which articles in the Collective Bargaining Agreement that you would like to propose be opened for bargaining and list the reasons why or suggestions for additional language.**

* Article 18 Leave of Absence: (g) Performance Leave
* Section 13.13 Language Premium Pay- I would suggest that we have similar language in the contract to reflect the Job Classifications that have "Preferred license/certifications" in the requirements section. I have worked for the City for about five and a half years now, and during this time I have utilized my electrical license on a very regular basis. Having an Limited Maintenance Electricians license benefits the city in many different ways, but one of the greatest reasons is the amount of money that is saved using my license over using a Journeyman electricians. At the Water Reclamation Facility, we do not have an onsite electrician, so instead of calling one all the way out here I will do 95% of all the electrical work that is needed. Calling a Journeyman out to do daily troubleshooting of equipment would be very costly and time consuming.
* Article 30
* COLA is most important.
* COLA: housing prices have skyrocketed and as a result it's become increasingly difficult to afford to live in Bend.
* Article 13. Pay equity for Utility Workers required to hold duel certification and Water System Operators
* Article 30 - Salary, Article 33 - downtown Campus Parking,
* Article 16,17 – “Bumping rights” need a limit on how long ago someone held a position. If it’s been 20 years since someone held the position, most likely the position has changed or the person has forgotten how to do the job. The current language does not benefit members in the event of layoffs and trying to get work done with less time. The limitless language is outdated. Article 13 – we need another COLA and two steps in exchange for the PP+ that is never awarded. Article 19 – Election Day needs to be a holiday. Both for the reason that this day deserves celebration of our most fundamental right and responsibility that we have as citizens and also for people who want or need to vote and/or assist others to vote, they can. We should be the leader in the State if not the Nation in this. - Article 33 - Parking stipend needs extended since 1) members have not had a chance to even explore commute options during COVID and 2) for those who could continue to work remotely, the impact of the stipend to the City is much less. Heck, just issue parking passes that the City has paid for.
* Performance Pay Program: I have petitioned for this every year the last three years, and every time I have been denied because either upper management doesn't acknowledge it exists or they say it isn't funded. This program needs language changed that provides funding for it, ensures employees can get it, and that it is an actual benefit, not some imaginary carrot dangled in front of employees' faces that they can never hope to receive.
* Parking
* The addition of another Step level for every position. I have worked in an AFSCME represented job before, and there was a longer period of time before topping out in a job. It would be good to have more headroom.
* COL, it currently does not come close to matching this areas inflation.
* Overtime exempt COBEA members are not universally happy with their arrangement. Some would be better if they were over time eligible. Maybe open section 8?
* Limited Duration people should not have to apply for the same job they have been doing for years if position becomes permanent (also no additional probation)

1. **Please list any additional benefits that are not currently addressed in our Collective Bargaining Agreement that you would like to have considered for bargaining.**

* I would like for the lawyer review the Article 22 Health and Welfare: Section 22.6 to make sure that it is in alignment with Medicare age changes. If this Article is not in alignment the I would like to see it opened.
* Limited Maintenance Electricians License Premium Pay- This is a preferred requirement under my job description. I utilize my license probably about 75% of the days that I work at least once during that shift. I have not been keeping direct records of my hours, but over six years this number would be substantial. Also, now that the city is adding two more Limited Maintenance Electricians to the staff, one in Collections and one in Water OPs it is probably a good time to start talking about compensation for preferred licenses.
* Longevity pay. Long-term employees should be important to the City. That institutional knowledge should be retained not replaced.
* Performance pay
* Paid Family Leave.
* Replace PPP with new Article 34 - Longevity Pay
* Hazard pay for the employee that must work on a snow day or must work in the field during a pandemic situation while others are afforded other protection and opportunity to not be exposed to the current hazard
* 1: Parental leave. 2: Replace the eve leave with a second floating holiday.
* Non-rep should earn equal amount of vacation as represented
* teleworking needs a lot of attention. ergonomic assessments/guidance. updating contract language for the flexibility of work schedules, etc.
* We should ask for more life insurance (to match others), not a hard give from the city

1. **Please list any working conditions that are not currently addressed in our Collective Bargaining Agreement that you would like to have considered for bargaining.**

* Driver’s licenses need to not be listed on every JD. This is discriminatory, unnecessary and puts members jobs at risk should they choose not be a motorist. This is more common with the younger employee.
* Hazard pay for those who deal with hazardous environments or waste. It seems ridiculous that those getting paid to replace a water line make the exact same amount as those replacing a sewer line, standing in a foot of raw sewage.
* WRF employees should have equal pay to water. A lot of the same duties and deal with many different hazards.
* Telework. Internet at home now required for work.

1. **In regards to the ongoing pandemic, please answer the following: a) If telecommuting applies to you, are you satisfied with the contract language in regards to telecommuting? Yes or no. (b) If not, what would you like to see changed to the language? (c) Are you satisfied with the amount of PPE provided from the City? Yes or no**

* Yes, (b) The Chief People Office should be removed and it should up to manager/director, (c) Yes
  + Yes, although I wish it would be encouraged for telecommuting to be continued after the pandemic as well to help with crowded facilities etc.
* No - It could be better. It has been wonderful to work from home and I feel much more productive without the typical office interruptions. It is less expensive for the City to have us work from home, but more expensive for us utilizing electricity, heating and our own printers. Perhaps there are other contracts that identify stipends for working from home.
* Yes on the telecommuting, because I would not want members to lose on the opportunity to telecommute just because they work for a manger who does not have the budget to cover office equipment or IT needs at home on an ongoing basis. Plus I think the City needs more time of seeing the benefits to them before we ask for more and they feel it is not cost effective to allow as much telecommuting as we currently have. No on PPE and I think that since they have not awarded it and are not able to figure it out we should just have more steps and stop making annual increases automatic rather based on the merit of the performance evaluation.
* Yes, telecommuting has worked well for me. The PPE issue has not applied to me to date while working from home, so I don't have first-hand knowledge of this question.
* There have been times that the WRF has been short on PPE
* Not sure of current language, but would like option to telecommute permanently if position duties don't require in-person. OK on PPE, but also haven't been into office in a year