

Q18 Bargaining: What would you like to see changed/edited or added to the contract?

Answered: 54 Skipped: 39

#	RESPONSES	DATE
1	The whole "B3" thing should be deleted.	6/1/2018 10:55 AM
2	Value for longevity for employment here at the City of Bend.	5/30/2018 10:31 AM
3	?	5/29/2018 7:45 AM
4	COLA for upcoming years	5/29/2018 7:27 AM
5	1. I would like to see more vacation for all members or at least same as what non-reps have. Why should we be different? 2. I would like the verbiage to change for the IT staff to read that if they work a holiday or weekend they can get another day off provided it has been approved for them to work on that day by their supervisor. All other departments are allow to do this including those in Police that are exempt and they just trade for another day off. 3. I would also like to see the probation period change to 12 months or less for new employees. 4. If you've been an LTD for 2 year and have been on probation and have passed it then you shouldn't have to be on probation for another 12 or 18 months if your position become permanent. 5. It would be nice if we could also have the ability to work a holiday and then trade it for another day off. Although, this would have to take place in the same pay period. Say you don't care for the 4th of July and you rather work....then take the next Friday off instead so you just trade on day for another.	5/28/2018 7:53 PM
6	a more defined role for the leads it seems some leads are on the management team/ an actual comp study on wages with our location in the equation and the cost of living in bend Oregon not Medford or springfield	5/25/2018 4:00 PM
7	better pay for employees that require more certification	5/25/2018 10:28 AM
8	Are insurance needs to go out to bid and be administered by the provider not the employs I have a strong understanding of how this all works and for just a little cost we could have this and I know most people would be in favor of this.	5/25/2018 9:20 AM
9	More competitive wages.	5/25/2018 8:07 AM
10	Less volatility with representation and what's with three job classification studies in the last 5 years?	5/24/2018 6:13 PM
11	More time off- ability to work from home	5/24/2018 5:33 PM
12	more equitable vacation time accrual. Pay for performance once people top out in their job classification pay.	5/21/2018 1:34 PM
13	no comment	5/14/2018 7:40 AM
14	N/A	5/11/2018 4:20 PM
15	The trouble when you give up something you never get it back.	5/11/2018 1:13 PM
16	I am ok	5/11/2018 11:47 AM
17	-Vacation should be what non-rep receives. -It would nice if we could cash out sick like we could before. -The probation period needs to be changed. -We need a process for transiting	5/10/2018 2:16 PM
18	I would to see something about COBEA needing to OK or have input in job descriptions and qualification.	5/10/2018 9:52 AM
19	not sure at this point	5/10/2018 7:55 AM
20	Vacation accruals are way different for non-represented employees. I think we should all be equal since both, COBEA and non-rep employees work equally as hard.	5/10/2018 7:44 AM
21	Wage Study	5/10/2018 6:57 AM
22	More vacation, higher wages!	5/10/2018 6:47 AM

23	I would like COBEA to negotiate being able to donate sick leave for donation requests in addition to vacation and comp time.	5/9/2018 11:55 PM
24	Nothing at this time, will need to understand more history of COBEA.	5/9/2018 8:27 PM
25	higher wages of course, shorter probation period, not sure what else right now...	5/9/2018 4:39 PM
26	reduce term for probation, increase vacation time, remove pay for performance and replace with step increase,	5/9/2018 4:23 PM
27	not sure	5/9/2018 4:18 PM
28	PPP. Either we do it or remove it from our contract.	5/9/2018 3:52 PM
29	?	5/9/2018 3:49 PM
30	Pay scale, leave compensation, hazard pay, stand-by pay, call out pay, graduated pay scale for licensing, leave accrual, leave accrual ceiling, cash out at retirement. Those are our earned benefits, clearly budgeted for so we should receive them if not used. Otherwise pay a higher wage.	5/9/2018 3:40 PM
31	Vacation time for rep employees needs to be addressed. Also, reduce the probationary period that was increased during the last bargaining.	5/9/2018 3:36 PM
32	vacation and sick time use; COLA for sure. Bring more units into compliance with the average comparison cities.	5/9/2018 3:32 PM
33	You should be able to donate your sick time to someone else with a serious illness or injury that has used all of their time off.	5/9/2018 3:17 PM
34	Don't know	5/9/2018 3:16 PM
35	18 month probation is too long	5/9/2018 3:14 PM
36	I think the group is doing well, but there is always a want for better benefits and more money But they are doing great! it was much better this go round than previous contracts	5/9/2018 3:13 PM
37	Maybe the contract should span over a be 5 year period?	5/9/2018 3:05 PM
38	a better medical plan.	5/9/2018 3:01 PM
39	probation period of 18 months is to long for good employees to have to wait for a raise	5/9/2018 3:01 PM
40	-probation period needs changed back to 6mo -ability to donate sick as long as an employee has it and 2 weeks reserved for themselves -ability to use sick time for a pet who needs to go to the hospital or is hospiced at home with a vet note -out of class pay of 5% for all hours not just hours worked out of class otherwise if only 'hours worked out of class" then go back to a full increase at same step of the out of class position being worked article 10 -add "paid" suspension to formal discipline in file article 10 -election day needs to be a paid day off, we in little old Bend OR could start something -Christmas Eve full 8hr holiday -take a look at health and welfare and short term paid leave in comparison with other Oregon Cities or employee associations -retirement medical -active shooter or active threat plan -emergency action plan for natural disaster and severe inclement weather -do other associations bargain for employers to keep these -PPP needs to be addressed, what we are willing to and what we are not willing to participate in and that before we did, it could no way be in place of COLA and it needs to be supported by peer reviewed studies showing clearly how discrimination and bias do not possibly take place	5/9/2018 2:58 PM
41	fair COLA when the new contract comes up	5/9/2018 2:58 PM
42	ICE Instrumentation and Controls needs a fair review of pay from cities that have Instrument and Control Techs. The cities compared last time had nothing for us to compare to. Where we used to make the same if not more than the Electricians now they make about 4 more Dollars an hour.	5/9/2018 2:47 PM
43	longevity pay? (like Deschutes Co.); possibly PTO (combining Vac & sick time) allotment for any use (like Deschutes Co). I have hundreds of hours of sick leave right now I'll likely never touch	5/9/2018 2:46 PM
44	I will need to get back on this issue. Refreshing myself on our current contract is necessary before I make a comment.	5/9/2018 2:46 PM
45	PT and 3/4 time employees get the same opportunity for certain insurances the City pays for FT employees.	5/9/2018 2:35 PM
46	more wages more level 2 and level 3 op positions room to grow with out being held back	5/9/2018 2:28 PM
47	Equal pay for equivalent positions throughout the city	5/9/2018 2:28 PM

48	vacation accrual increase	5/9/2018 2:28 PM
49	Slightly higher wages more closely matched with Portland.	5/9/2018 2:21 PM
50	More details on the wage agreements, benefits, and work schedules. More information on management rights and how union dues are paid. What if you come in during the middle of a month, people should be paying for the full month.	5/9/2018 2:18 PM
51	NA	5/9/2018 2:17 PM
52	Lower the probation period from 18 months to 1 year.	5/9/2018 2:08 PM
53	Cost of living wages better pers	5/9/2018 2:06 PM
54	New Hire Probation brought back to 12 months; maintain - no pay for performance in lieu of COLA; understanding of hiring of LTE and fair rules for transitioning a current hire into a new position.	5/9/2018 2:04 PM