



BOARD WORK SESSION

WEDNESDAY, DECEMBER 6, 2023

<https://homeforward.zoom.us/j/83690634922?pwd=sKMbHMtVoO4uIypZs6DmWHzTUH>

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Agenda

5:30-7:00 PM

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1. Resolution 23-12-01 Authorize AFSCME Collective Bargaining 2024 Wage Opener – Ratification for 2024
(Aimee Smith)
 2. Chief Executive Officer Updates



MEMORANDUM

To: Board of Commissioners

Date: December 6, 2023

From: Aimee Smith
Director, Human Resources
503.802.8312

Subject: Authorize AFSCME Collective
Bargaining 2024 Wage Opener –
Ratification for 2024
Resolution 23-12-01

Human Resources and the bargaining team request that the Board of Commissioners approve Resolution 23-12-01 ratifying the collective bargaining wage opener between Home Forward and AFSCME Local 3135. AFSCME, the American Federation of State, County, and Municipal Employees represents 186 employees performing professional and paraprofessional work at Home Forward.

BACKGROUND

The current agreement for January 1, 2022, through December 31, 2024, is still in effect and active. Through collective bargaining in 2021, Home Forward agreed to a wage opener for 2024 wages. This wage opener served two goals, to address the unknown inflation impacting employees and to bargain the implementation of our wage study that began in 2022.

OVERVIEW

On November 17, 2023 Home Forward reached a tentative agreement with AFSCME for the implementation of a new wage structure and increases for staff that would go into effect on January 1, 2024.

This new wage structure is based on our work of a living wage, which was informed by the National Low Income Housing Coalition’s report. This set the new floor at \$30.96 per hour, the wage needed to afford rent of a one-bedroom home in Multnomah County. This new structure was built in partnership with our consultant Trupp HR.

To achieve this significant investment in our employees and community, we had to narrow and condense our wage ranges. Over 50% of Home Forward's employees currently make below a living wage.

We are excited to be putting our values into action and focusing on equity for our employees. This resulted in our lowest wage earners seeing an average of 20.7% increase while our highest wage earners had a minimum increase set at 6%.

AFSCME concluded their voting process as of Friday, December 1, 2023. There was overwhelming support to ratify this agreement and implement a living wage for our employees.



RESOLUTION 23-12-01

RESOLUTION 23-12-01 AUTHORIZES THE RATIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN HOME FORWARD AND AFSCME

WHEREAS, it is the policy of Home Forward to recognize the right of its employees to enter into a collective bargaining agreement under the Public Employees Collective Bargaining Act to govern their wages, hours and working conditions; and

WHEREAS, the current collective bargaining agreement dictated a wage opener for 2024 between Home Forward and AFSCME; and

WHEREAS, the duly authorized representatives of Home Forward have met in negotiations meetings with representatives of AFSCME; and

WHEREAS, the representatives of Home Forward and AFSCME reached a tentative agreement on a wage implementation.

NOW, THEREFORE, BE IT RESOLVED, the Board of Commissioners approved the ratification of the tentative agreement between Home Forward and AFSCME.

ADOPTED: DECEMBER 6, 2023

Attest:

Home Forward:

Ivory N. Mathews, Secretary

Damien R. Hall, Chair