



City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

Anna Kanwit, Director
1120 SW 5th Ave., Rm. 404
Portland, Oregon 97204-1912
(503) 823-3572
Fax (503) 823-4156

Office of Management and Finance

Jack D. Graham, Chief Administrative Officer

VIA EMAIL & VIA USPS

September 30, 2013

Richard Beetle, Business Manager
Laborers' Local 483
1125 SE Madison, Suite 206
Portland, Oregon 97214

Re: **Unauthorized Entry on City Property During Work Hours
and Potential Unauthorized Use of City Property**

Dear Richard:

On two separate occasions, Erica Askin has entered work areas at the PBOT Maintenance Facility without prior permission. On August 29, 2013 at approximately 2:40 P.M., Ms. Askin came into the Assembly Room. She was distributing buttons and flyers and yelling to the employees.

On or about August 20, 2013 at approximately 2:15 P.M., Maintenance Managers observed Ms. Askin meeting with at least one employee in the north conference room at the Maintenance Facility. Ms. Askin did not have prior permission to use the conference room or to remove the employee from his work duties.

Ms. Askin is not authorized to enter the non-public work areas of the City during work hours and to interfere with employees' work. Moreover, the City has always conditioned the Union's access to its work areas on first obtaining prior approval.

In Article 5, the Union pledged its intent to achieve and sustain maximum productivity. To that end, the City and the DCTU agreed in Article 23.1 "to the primary principle that Union activities will normally be carried on outside of working hours." Except for limited instances of posting notices and distribution of literature, the parties contractually agreed that Union activities related to contract negotiations are to be conducted outside of work hours.

Richard, I would appreciate it if you helped to control Ms. Askin. Her behavior is interfering with employees' work, disruptive to the work environment, and damaging our relationship with your Local. Ms. Askin's conduct as described above violates Articles 5 and 23.1 as well as the principle of good faith and fair dealing implicit in the DCTU contract. Please direct Ms. Askin to

Charlie Hales, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.



**Unauthorized Entry on City Property During Work Hours
And Potential Unauthorized Use of City Property
R. Beetle, Laborers' Local 483
September 30, 2013**

2

stop entering the City's work areas during work time and interfering with the employees doing their work. If Ms. Askin wants to enter the City's work areas during work hours or after work, please require her to obtain prior approval. If she fails to obtain prior approval, we will ask her to leave. If Ms. Askin continues to violate the contract, I will seriously consider filing an unfair labor practice with the Employment Relations Board.

I am also very concerned about the information being provided to DCTU employees regarding the neighborhood "flyering" action. They are being directed to the BOM parking lot to meet and car pool. Neither you nor Erika requested permission to use the BOM parking lot - - such use would be disruptive to BOM employees.

Please confirm that you do not intend to use the BOM parking lot. As this action is taking place on Thursday, I need a response from you ASAP. Thank you.

Sincerely,



Anna Karwit

Cc: N. Fish
J. Getchell
S. Kahn
L. Treat