



This page is the official publication of

AFSCME LOCAL 88

www.afscmelocal88.org
503-239-9858
6025 E Burnside St.
Portland, OR 97215

AFSCME Local 88 Meeting Notices

General Membership and Stewards meet the **third Wednesday of every month at 6:15 p.m.** Meeting agenda and minutes drafts may be viewed on the AFSCME Local 88 web page prior to the meeting. Final agendas are distributed at the meeting. If you would like to request childcare to attend a meeting, please email

cabi@afscmelocal88.org. **NOTE: The Jan. 19th meeting will be held virtually.**

Executive Board meets the **first Wednesday of every month at 6:15 p.m.** As always, any member in good standing is welcome to attend. **The Feb. 2nd Executive Board meeting will be held virtually.**



Membership Update

By Joslyn Baker

AFSCME Local 88, President
president@afscmelocal88.org

2021 Virtual Holiday Party A Success!

We held our first ever online holiday party on Saturday, December 11th. Thanks so much to everyone who participated individually or as a group and helped make the AFSCME Local 88 2021 Holiday Party a big success. Special thanks to the Planning Team members: Mandy Tuthill, Tasha Forrester-Campbell, Nicole Newsom, Alice Busch, Matt Davis, Jackie Tate, Jamie Christianson, Celeste Jones, Percy Winters, Jr, Annie Sons, Wendy Lin Kelly, Natasha Davy, Raymond DeSilva and Robin Davis.

- 40 people attended (this includes our guests).
- We collaborated with Presents from Partners (a program of LABOR'S COMMUNITY SERVICE AGENCY, INC.) and as a result, 14 AFSCME Local 88 families will receive holiday gifts, food and comfort.
- Our union members had a great time. Well done team!

Special Thanks to our Guests:

- Commissioner Sushella Jayapal
- Commissioner Jessica VegaPeterson
- Commissioner Lori Stegman

A big union THANK YOU!! to Drag Queen Bingo featuring Poison Waters and Syra St. James. This fun-filled, family-friendly event, along with the Holiday Fashion Show made this first ever virtual event one to remember.

In the event that you were not able to attend, please accept our wishes for Happy Holidays and a New Year full of union power and WINS!

Photos from this event will be posted on <https://www.afscmelocal88.org/>

Thanks to all you amazing Front-line Workers

By now you have hopefully received your \$1,500 bonus. This sign of appreciation from the county to the 2000+ union represented employees who continued their excellent in-person work throughout some or all of the pandemic is both small and late in coming. Past Local 88 President Percy Winters, Jr, spent countless hours talking with impacted workers and working with Chair Kafoury to win this bonus. Also important, Percy successfully retained our right to bargain in 2022. Appreciation comes in many forms, a bonus, kind words from co-workers (see in this article and hopefully heard by you everyday) and in this recent video (<https://www.youtube.com/watch?v=H-xhSS8kpWw>) featured in the December 8th issue of the Wednesday Wire.

AFSCME Local 88 by the numbers

Our union membership is over 4,000 people and includes the following work groups:

- Multnomah County (L88) represents employees who are regalar, limited duration, on-call and temporary status
- Physicians Unit (L88-4)
- Dental Unit (L88-5)
- Juvenile Custody Services Specialist (L88-6)
- Central City Concern (L88-1)
- Transition Projects (L88-3)

Learn More About Your Union and the Union Movement

WATCH: Building Power Organizing Around Workplace Issues https://www.youtube.com/watch?v=7R_eFEPgu60

READ: "A Collective Bargain: Unions, Organizing, and the Fight for Democracy" by Jane McAlevey.
"Workers On Arrival: Black Labor in the Making of America" by Joe William Trotter, Jr.

LISTEN: Labor Radio on KBOO Community Radio <https://www.kboo.fm/program/labor-radio>

Explore the AFSCME Local 88 website <https://www.afscmelocal88.org/> and <https://afscmeatwork.org/western/what-union>

E-Board vacancies process

Local 88 currently has 4 Executive Board vacancies open to union members in good standing who work in one of the following public safety work groups: DCJ (1 vacancy), MCDA (2 vacancies) and MCSO (2 vacancies). All executive board members are elected by the membership at large. All officers and Executive Board members shall be elected for a term of two (2) years in the odd numbered years. Interested people may self nominate or be nominated by a union member. Nominations will be accepted at our 2/16/22 Local 88 General Membership Online Meeting. Uncontested nominations will be directly appointed to the vacancy. In the case of a contested race, an election will be held at the 3/16/22 Local 88 General Membership Online Meeting. For more info, please contact president@afscmelocal88.org

2021: Union members share one work-related appreciation — here are some examples

- *I appreciate the innovation, compassion and overall determination I saw in so many who work at the county during COVID and everyday.*
- Every person on my team is so incredibly dedicated to serving our community!
- *My team always makes work fun and interesting while being insanely productive!*
- I love my team at NE Health Center, we work very

well together

• *The Community Health Workers have been on the front line of this pandemic since 2020 — we see you— big thank you!*

• I appreciate all who worked so hard during this unprecedented time, especially kudos go out to all front-line workers.

• *Janitorial staff are dedicated to the safety of our co-workers.*

• A huge shout out to those working in the field and who never got the opportunity to tele-work.

• *My team puts our patrons first and I am proud to support that!*

• I love my team, we are kind, supportive, smart and thoughtful.

• *My work group has taken the chaos and anger of the last year and channeled it into making positive change.*

• My team in Chronic Disease Prevention and Health Promotion is filled with thoughtful, intelligent truly caring human beings.

• *My team is amazing. They worked so hard thru the pandemic assisting consumers in a closing NF to find alternative placement.*

Collective Bargaining 2022

Collective bargaining is the process of negotiation between employees and their employer over wages, working conditions, benefits, and other aspects of workers' compensation and rights. A committee of our co-workers — chosen by us — sits down and hammers out an agreement known as a "union contract" on every issue of concern to our bargaining unit. The committee sits at the bargaining table as equals with management. The majority of members must approve the tentative agreement before it can become accepted as a contract.

2022 brings the opportunity for our union to bargain. In 2021 we did not engage in formal bargaining regarding a complete contract (also known as a CBA - collective bargaining agreement). We did however respond to changes in the workplace and demanded to bargain in response to new county policies regarding telework and the vaccine mandate.

Robin Davis and Michael Graham, leaders in Local 88, are developing Member Action Teams (MAT) for all union members. A MAT is a great way to connect with your union to learn more and share opinions. MAT's play an important communication role during collective bargaining, by receiving and sharing information between union members and the bargaining team. To learn more about Local 88 MATs go to <https://www.afscmelocal88.org/member-action-teams/>