



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 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 Nov. 17th meeting will be held virtually.**

Executive Board meets the **first Wednesday of every month at 6 p.m.** As always, any member in good standing is welcome to attend. **The Dec. 1st Executive Board meeting will be held virtually.**



Membership Update

Local 88 Market Adjustment Ratification Update:

By Eben Pullman

AFSCME Council Representative

We want to take a moment to let you know that the Tentative Agreement covering Market Adjustment Bargaining was ratified by a margin of 99.4% yes vote. Multnomah County is implementing these changes now and you should see any retro pay in your November 30, 2021 paycheck if things go as planned.

In Solidarity.

By Percy Winters, Jr.

AFSCME Local 88, President

president@afscmelocal88.org

Dear Local 88 Family,

Below are few updates for this week:

Telework Bargaining Tentative Agreement

We have reached a TA (Tentative Agreement) on changes to the County's Personnel Rules and process for approving and evaluating telework agreements. The main highlights of this agreement include:

- Improved language for employee satisfaction members with families - your family status should not be a reason for denying a telework request. While you should have plans for dependent care so that those responsibilities don't interfere with performance expectations, you aren't required to have a child care provider if you have other plans for dependent care.
- An appeal process for denied or rescind telework agreements. Additionally labor-management committees can review data concerning denials and rescissions to look for patterns and adherence to the personnel rules.
- Equity lens is applied when reviewing telework schedule requests and a manager's decision will be in alignment with the County's Workforce Equity and Strategic Plan
- Employee's on hybrid telework schedules or ad hoc teleworkers can't be forced to telework during inclement weather if they weren't already scheduled to work remotely.
- Minimum 15 days notice of a rescission or modification of a telework agreement. Additionally management must provide as much advance notice as possible when they are required to report to work for meetings or conferences or other work related needs but at least 7 days unless emergent circumstances exist.
- Out of state teleworking can be approved if it doesn't cause administrative burden or financial burden on the County.
- Unfortunately we did not win an agreement from the County to allow international teleworking because of the administrative issues, potential costs, as well as known and un-

known legal complications.

As of press time, Local 88 membership ratified this tentative agreement by a 94.3% yes vote with a 5.7% no vote.

Vaccine Mandate

The Memorandum of Agreement on the terms and conditions around the County's COVID vaccination date have been ratified by the membership and signed off by our Union and the County.

If you received a notice of potential layoff from the County last week you still have options open to you!

- If you are still deciding whether you will get vaccinated here is some very thoughtful information from our International Union on the COVID Vaccines.

www.afscme.org/covid-19/vaccine

- Even if you don't begin vaccination until October 13, you are still allowed to take a leave of absence or if possible be reassigned to a routine telework status through November 30, 2021. If you decide not to complete vaccination at that point a layoff will occur but your benefits will last through the end of December.
- If you decide not to begin vaccination before October 13 and you are laid off, you are eligible for recall if you become vaccinated at a later date, as long as you notify the County.

If you have additional questions, please reachout to us at vrt@afscmelocal88.org

Bargaining Delegates and 2022 Bargaining

We're less than a year out from our contract expirations for the General Unit, Physicians, and Dentists and the bargaining delegation has already begun meeting to prepare. You can still become a bargaining delegate by submitting an application. Please visit our website at www.afscmelocal88.org to fill out an application. Our next Bargaining Delegate Meeting is **Saturday, November 6**, from 9 a.m. to 1 p.m. If you are a delegate, you will need to register in advance on our website.

Calendar of Events

- **BARGAINING DELEGATE MEETING**
Saturday, November 6 from 9:00AM- 1:00PM.
Please register on our website.
- **LOCAL 88 MEMBERSHIP WEBINAR**
Wednesday, November, 17 @ 6:15 p.m. Please register on our website.
- **DEI DIRECTOR** (Diversity Equity and Inclusion)
Office Hours:
Wednesday, November 17 @ Noon to 1pm.

Election of Executive Board Members

At our September general membership meeting, we took nominations for officer and Executive Board seats. While some seats were won by acclamation, other seats will need to be decided by you, our Local 88 members.

Ballots to vote on the contested seats will be sent to all union members' personal email addresses. Voting will occur from November 1 through November 15.

Contested seats are in the following units with members names:

Health and Human Services:

Jackie Tate- DCHS
Hilary Zust: DCHS
Michael Graham- DCHS
Percy Winters, Jr- Health
Shirley Bailey- Health
Lakeesha Dumas- Health

General Government/ Library:

Kaytee Evans- JOHS
Rebecca Lillie- DCA
Alis Smbatyan- DCA
Christina Cantu- Library
Grant Swanson- Library
Manuel Arellano- Library

Trustee:

Darlana Hale- Health
Gordon Long- Library

Member Action Team needs You!!!!

By Robin Davis & Michael Graham

MAT Coordinators

Union members are organizing and mobilizing for better pay and working conditions across the nation and around the world! You can be a part of the ACTION by joining the Local 88 Member Action Team (MAT) today! To get involved, contact: mat.coordinator@afscmelocal88.org

The work of MAT activists focuses on building a stronger union that effectively keeps members engaged in successfully bargaining for a better contract and also prepares us to achieve our future goals. We will accomplish this through organizing member activities and educational events, acting as communication channels between our members and union officers, and mobilizing our members around urgent workplace issues.

The MAT Activist role differs from being a steward as it focuses on organizing your workplace and helping to grow relationships and solidarity between all of our members, our community, and all workers. Stewards do the work of enforcing our contract.

This is your opportunity to make a difference in your workplace, your union, and even your broader community! Join us by contacting: mat.coordinator@afscmelocal88.org.