



This page is the official publication of

AFSCME LOCAL 88

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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 Dec. 15th 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 Jan. 5th Executive Board meeting will be held virtually.**



Membership Update

AFSCME Local 88 has a new president, Joslyn Baker

Joslyn Baker ran unopposed after incumbent Percy Winters Jr. opted not to run for a third two-year term. She was sworn into office at the Local's Nov. 17 General Membership meeting.

With about 3,400 members, Local 88 represents most employees who work for Multnomah County. It also includes workers at Central City Concern and Transition Projects Inc., two large nonprofits that have contracts with the county.

Baker, 55, grew up in Fremont, California, where her father was a high school teacher active in his union. She moved to Portland in 1992 and got a job at Multnomah County. Twenty-nine years later, she's still at the county, having held 13 jobs in four departments over that time. In recent years she's worked on county efforts to combat domestic violence and sex trafficking, and to comply with OSHA and COVID safety rules.

"I think the common thread linking my work is seeking justice for both employees and the communities that we serve as county workers," Baker told the Labor Press.

Baker is currently a project manager for county chief operating officer Serena Cruz, and will remain on the county payroll while working full time for the local under an agreement between the union and the county.

She got active in Local 88 about 10 years ago, and became a union steward.

"Eventually I became the lead steward for DCJ [Department of Community Justice] and primarily focused on cases where people with protected-class identities were experiencing some kind of workplace discrimination, harassment, harm," Baker said.

She later joined the Local 88 Executive Board, and since May, has also served as Region 3 vice president at the union's statewide council, Oregon AFSCME.

As president of Local 88, she'll lead a team of rank-and-file union officers, supported by three union staff representatives: Eben Pullman, Mecca Scott, and Brian Dunnville.

Holding managers accountable will be a priority, Baker said. She also wants to take a new look at the "trial service" period for newly hired employees, and questions whether the one-year probationary period is too long.

Contract bargaining will be big on her to-do list.

"Our members are fired up about bargaining," Baker said.

The local's collective bargaining agreements with the County expire June 30, 2022. Members are currently filling out surveys to determine what priorities will be when negotiations begin. One likely concern will be cost-of-living increases, given the recent increase in inflation.



Here is Local 88 Full Executive Board:

President: Joslyn Baker

Vice President: Raymond DeSilva

Secretary: Jackie Vitron

Treasurer: Matt Davis

Public Safety: Lelay Clay

Public Safety: Annie Sons

Jackie Tate: Health & Human Services

Hilary Zust: Health & Human Services

Michael Graham: Health & Human Services

Lakesha Dumas: Health & Human Services

Percy Winters, Jr.: Health & Human Services

Kaytee Evans: General Government & Library

Rebecca Lillie: General Government & Library

Christina Cantu: General Government & Library

Alis Smbatyan: General Government & Library

Manuel Arellano: General Government & Library

Dalena Hale: Trustee

Presents for Partners

By Joslyn Baker

AFSCME Local 88, President
president@afscmelocal88.org

We know that many families are struggling with hardships this year. Local 88, in partnership with Labor Community Services Agency, is ready to provide holiday assistance. We are coming together to create a festive drive-thru day of giving with toys, handmade stockings, a ready-to-heat Spin Catering family meal, gift

cards for additional shopping needs, parents' gifts and more!

Due to COVID safety guidelines, Presents from Partners volunteers will personally deliver your family's toys and gifts right to your doorstep! This toy delivery event will be in December and is available to all qualified union referred families!

If you or someone that you know of is in need of this service, please have them send an email to the president of Local 88 at: president@afscmelocal88.org.

Union referral deadline is Monday, Dec 6, or until the event is full. Call your union today!

It's Time to Party!!!!

AFSCME Local 88 is hosting our Holiday Gathering 2021. This is a virtual event and there will be a heavy emphasis on expressing appreciation for union represented county employees with fun activities and PRIZES!

SAVE THE DATE:

Saturday, December 11th, 5-7 p.m.

Registration will be sent via email to all union members

So much has happened in the past year. We hope that our AFSCME Local 88 Holiday gathering will bring some happiness and fun for you and your loved ones. Please feel free to join this virtual gathering with those close to you.

We are proud to welcome to our AFSCME Local 88 Holiday Gathering Drag Queen Bingo featuring Poison Waters and Friends. This fun-filled, family-friendly event will also include a Holiday Fashion show. The current categories (open to individual, duos or groups) for the Holiday Fashion show are listed here so you may begin creating your winning fashion now:

- Festive Holiday Sweater or Outfit
- Ugly/ Unusual Holiday Sweater or Outfit
- Coordinated Holiday (you and someone(s) or something else in festive and or matching outfits)

A single prize will be awarded to the 1st and 2nd place winning individual, duo or groups in each category.

We understand that some may experience barriers related to virtual events. We want to make this gathering as accessible to all our members and their loved ones as possible. Please let us know if you need support by reaching out to president@afscmelocal88.org. We will work with you to help in whatever way we can. In the event that you are not able to attend, please accept our wishes for happy holidays and an amazing 2022.



Member Spotlight



A profile of Percy Winters Jr.

Get to know the members of AFSCME Local 88. They'll share aspects of their personal, work, and union life so you can have an in depth view of who they are. For our first profile, we would like for you all to get to know Percy Winters Jr. as he transitions from Local 88 President to President of the Pittsburgh Steelers Fan Club.

I'm a single father from one of the most racist states in America, Mississippi. I came to Oregon simply looking for change — to escape racism and find better jobs and opportunities for me and my family. What I found out was racism is everywhere. Whether it's in front of you, besides you, or behind you, it still exists.

I worked for nonprofit organizations for 9 years. Unfortunately, I couldn't cover my children on the insurance — it was too expensive and I wasn't making enough money. My friends were working for a government agency and encouraged me to apply. I applied for a part-time position with Multnomah County in 1999 and within a month I had moved to full time, with benefits — especially insurance to cover my children.

Once I started working with Multnomah County I was able to see all the opportunities and educational classes that they were offering. I started taking classes and attending meetings, especially diversity meetings. In 2001, I became the volunteer coordinator for the Northwest Public Employees Diversity Conference (NWPEDC). It was through these meetings that I found out I could be a voice for others who did not think they had a voice. Now I have been co-chair for the NWPEDC since 2006 and we as a committee have grown into the largest DEI conference in the Pacific Northwest.

In 2010, I was notified that I was losing my job due to budgetary constraints. I attended all the lay-off meetings. I kept wanting the current president to not only speak for me, but also speak for others. After attending several Local 88 meetings, I found out that the best voice for me was me. I started advocating for myself and others because I felt the layoffs were unjustified. As I was advocating for myself and others, Local 88 leadership approached me and suggested that I become a Union Steward. I started going to meetings and I attended the Steward Training so I could speak for myself and others.

After moving to the Health Department in 2012, I was appointed Lead Steward for the Health Department. It was during this tenure that I saw discrepancies in regards to HR investigations of people of color compared to our white members. I knew then I had to be more than a lead steward. In 2017, I put my name in the hat to become president of Local 88. I am the very first Black male president of Local 88. I knew to make change I had to be in a seat that I could advocate for change at the top.

I have been President for four years. We have had accomplishments. We have had failures. But what we have done is grown and stood together as a local.



I look at my four years as president of Local 88 as I would my family. Family is important to me just as well as the Local is. I'm going to miss being behind closed doors, having robust conversations with county leadership, and strategizing with the members what is best for Local 88. I have no regrets.

I will continue to be involved in Local 88 union activities. However, I think it is time for a new voice, a new leader, and a new direction. I will continue to stand with the new president and with Local 88 on all issues that impact our members.

In my spare time that I have now, I will look for-

ward to doing a little bit of fishing, watching football, and messing around in my garden. If there's one thing that I want the members of Local 88 to know, I may not have made all the right decisions but I made the best decisions for the members of Local 88.

Watch Percy pay tribute to one of his mentors, Robert Phillips. <https://vimeo.com/632537651>

Read: Percy Winters, Jr. - Black In Labor <https://www.oregonafscme.org/afscme-oregon/news/percy-winters-jr-black-labor>

