



This page is the official publication of

AFSCME LOCAL 88

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UPCOMING EVENTS

Registration required at <https://www.afscmelocal88.org/>

Local 88 General Membership Online Meeting

Wednesday, March 16, at 6:15 p.m.

Local 88 Executive Board online meeting April 6 at 6:15 p.m.



Membership Update

By Joslyn Baker

AFSCME Local 88, President
president@afscmelocal88.org

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 (1 vacancy) and MCSO (1 vacancy). 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. Interested people may self nominate or be nominated by a union member. Nominations will be accepted at our March 16, 2022 Local 88 General Membership Online Meeting. Uncontested nominees will be directly appointed to the vacancy. In the case of a contested race, an election will be held at the Local 88 General Membership Online Meeting the following month. For more info, please contact president@afscmelocal88.org

Local 88 Trustee Vacancy

Do you have an interest and skills in supporting the financial wellness of our union? AFSCME Local 88 will be accepting nominations for an internal Trustee vacancy at the General Membership Meeting on April 20th, 2022. If you have questions please reach out to Matt Davis at treasurer@afscmelocal88.org

Delegate Nominations

Local 88 will accept nominations for 3 convention delegates to attend the **AFSCME International Convention July 10-16, 2022 in Philadelphia**. Union members in good standing are eligible to self-nominate or accept a nomination. The following elected union officers will attend this convention: President, Vice President, Treasurer and Secretary. All convention related expenses will be covered by Local 88. Nominations will be accepted at our April 20th, 2022 Local 88 General Membership Online Meeting. Uncontested nominations will be directly appointed to the vacancy. If there are more nominations than available positions, there will be an election at the General Membership Meeting on May 18th, 2022. For more info, please contact president@afscmelocal88.org

AFSCME Strong 2022

As members of Local 88, we all do vital work in our communities and to say thank you, a small and mighty group of union members worked together to plan and host AFSCME Strong Week. Please join me in thanking this group:

- **DCA: Becky Lillie**
- **Health Dept: Cynthia Arevalo, Niyia Batugo, Stacey Burton, Jordana Sardo, and Gayle Wilson.**
- **DCHS: Hilary Zust and Jackie Tate.**
- **MCSO: Megan Gallagher and Matt Davis.**
- **TPI: Sam Bouman.**
- **CCC: Rhiannon Etheredge.**
- **AFSCME Council Staff: Mecca Scott, Eben Pullman and Brian Dunnaville.**

Team gift baskets were delivered to 200-plus worksites. 50 members received individual gift bags.



The **Northwest Labor Press (NWLPP)** is an independent, union-supported newspaper. The print edition is mailed out twice a month to over 50,000 members of more than 80 unions in Oregon and Southwest Washington. Our mission: to provide

accurate and timely information on the issues that matter most to union members and working people. Visit NWLP online at <https://nwlaborpress.org/about/>. AFSCME Local 88 submits 1-2 pages of content for publication in the first issue of each month. We use this important space to share updates, concerns and announcements with our union members. We would like to hear more members' voices and invite you to contact us by email at president@afscmelocal88.org. To view 2022 issues:

January 2022

<https://drive.google.com/file/d/1GIXk4sqN0795wI0DUCX-pUPqm327-QCXB/view?usp=sharing>

February 2022

<https://drive.google.com/file/d/124bLxLA9gkRK6c07uLaoUyNKRuUmUy-G/view?usp=sharing>

Multnomah County General Unit Bargaining 2022 Update

On Thursday, February 24th, we had our first negotiation session with the County management and with the exception of April, we will be meeting regularly with the County on the first and third Thursday of each month. Our union bargaining team presented a proposal to reduce the length of new workers' initial trial service period from 1 year to 6 months. We believe reducing the length of initial trial service is critical for equity and is in line with most other public sector employers that Multnomah County compares itself for other matters. The County team provided us with some initial proposals primarily on housekeeping changes. Our Union bargaining team and bargaining delegation are continuing to develop our bargaining goals based on feedback we've received in the bargaining survey as well as direct feedback delegates have received from members. Both our Union team and County team will be presenting their remaining proposals, including wages and other economic issues, over the next three bargaining sessions.

We have 30-plus union members who have made a commitment to share their time and talents with our Union by serving as bargaining delegates. We have used the results of our member survey and the voices of our bargaining delegates and other union members to begin developing our bargaining goals. Our current contract expires 6/30/22 and our goal is to have a



Membership Update

tentative agreement by then. We will be sharing bargaining updates throughout the process. To find a complete list of bargaining delegates, please visit our 2022 general unit bargaining page.

Worker Safety is Our #1 Priority

On the list of things that have been negatively impacted during the pandemic, top among them is the issue of worker safety. This is an issue that our union takes very seriously. At all points during the work day, we should all feel a sense of physical and emotional safety.

Local 88 union leader Percy Winters, Jr. has worked with me, union stewards, and Eben Pullman (AFSCME Council staff), to apply persistent and forceful efforts to ensure County "leaders" understand the impact of the real and daily threat to worker safety.

In our monthly meetings with elected officials, we have shared your experiences of fear, harassment, and injury while coming and going to and from your workplace and while on the job. Of course we, better than some others, understand the real challenges for people forced to live on the streets. We balance that reality with a demand that we are safe at work.

While we are appreciative of the small concessions County "leaders" have made with regard to parking, they must continue to address this issue of worker safety until it is fully abated.

If you have experienced a workplace safety issue, please report it to your department lead union steward. Your lead steward will work with you and department managers to address your concerns. As your union president, I will track these instances and share them with the people at the county charged with keeping us all safe and demand systemic changes. To find a list of union stewards please visit our website at <https://www.afscmelocal88.org/>



Are you currently experiencing homelessness? **Labor's Community Service Agency**, is an organization that AFSCME Local 88 partners with that serves local union members in need. LCSA has seen an increase in homelessness among union workers in Portland and as a result LCSA has obtained private rooms at a local transitional housing program. These rooms are free to union members experiencing homelessness and referrals must be made through your Local 88 President.

- This program is open to adults over 21 only. Children cannot be accommodated at this time.
- The facility is located in NE Portland and close to public transit options.
- This program is transitional and individuals may stay in rooms for 90 days.
- No weapons, alcohol, or drugs are allowed on the property.
- Each individual room is private and includes a private bathroom.
- Parking is available.
- Pets are allowed.
- Breakfast and dinner are served daily.
- Weekly housekeeping and laundry services are provided.
- Staff are onsite and can help clients connect to other community resources.

If you are in need of these services or interested in this program, please email the Local 88 President, Joslyn Baker, at president@afscmelocal88.org.



Solidarity Shout Out

SUBMITTED BY SHOP STEWARD KRISTIAN WILLIAMS

Since March 2020, Multnomah County has operated a set of social distancing shelters and isolation hotels in order to serve homeless people during the pandemic. These have often been staffed with temporary workers hired as On-Call Staff Assistants. Though on-call employees have been represented by Local 88 since February 2020, the County treated these shelter jobs as non-union positions. This exclusion was frustrating, but legally defensible — at first.

The recognition clause of Local 88's agreement with the County does provide for a narrow exception for those working fewer than 1,040 hours, without expectation of continued employment. But as the pandemic stretched on, it became increasingly clear that the need for these shelters would be ongoing.

Council 75 Representative Eben Pullman and Local 88 Shop Steward Kristian Williams raised this issue with the County in June 2020, and the County insisted at the time that there was no plan to continue shelter operations; though, absurdly, neither was there a plan for ending them. In any case, the County refused to recognize the shelter workers as unionized employees covered by the contract.

Local 88 then conducted a survey of shelter workers, supplemented by small group discussions, and learned that many workers had been told by their supervisors that the job would continue until the pandemic was over. The union filed a petition with the Employment Relations Board (ERB) and received a favorable ruling; the County appealed, but ERB upheld its direction to the County to include all shelter workers in our union.

However, that wasn't the end of the fight.

During the entire period of time the County refused to recognize ERB's order, it was not compensating shelter workers in accordance with the contract, so we pursued a grievance to arbitration to force the County to do what is right. Ultimately, Arbitrator Luella Nelson ruled that the County violated the contract by not correctly compensating workers and ordered back pay between September 29, 2020 through early December of 2020.

Thanks are owed to Council Representative Eben Pullman, Shop Steward Kristian Williams, attorney Lane Toensmeier, and the many workers who participated in this effort.

New Stewards in 2022

The new year is off to a good start when it comes to swearing in new union stewards. Please join me in welcoming the following folks:

1. **Rob Gabrish** (CCC)
2. **Karen Adams** (CCC)
3. **Katie Dineen** (JOHS)
4. **Rosa Garcia** (JOHS)
5. **Emily Gardner** (JOHS)
6. **Daniel Carter** (Lead - DCJ-JCSS)

Member Action Team

The Member Action Team (MAT) is a way for all union members to get involved in making your union stronger. As we move into our contract bargaining for 2022 we need to build up our MAT to keep our union membership informed and engaged.

What are your questions? What do you want to see happen? How can you get involved?

If you want answers to any of these questions, please go to <https://www.afscmelocal88.org/> to register for upcoming MAT informational events.

Health Care for ALL:

Mark your calendars for March 9 at 7 p.m. PST. Why all labor should want a publicly financed healthcare system. The HCAO Union Caucus has invited Mark Dudzic National Coordinator for the Labor Campaign for Single-Payer. Mark will share with us his knowledge of the Singlepayer movement from a national and state to state perspective. His knowledge and vision will help us in our strategy here in Oregon to win Health Care for All Oregon. Zoom Link:

<https://us02web.zoom.us/j/89816845245>