



This page is the official publication of

# AFSCME LOCAL 88

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6025 E Burnside St.  
Portland, OR 97215

## UPCOMING EVENTS

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

**Local 88 Executive Board Online Meeting**  
Wednesday, April 6 at 6:15p.m.

**Local 88 General Membership Online Meeting**  
Wednesday, April 20, at 6:15 p.m.



## Membership Update

By Joslyn Baker

AFSCME Local 88, President  
president@afscmelocal88.org

### Local 88 Diversity, Equity, and Inclusion Manager - Position opens 3/21/22

The Diversity, Equity and Inclusion (DEI) Manager, is part of AFSCME Local 88 and is responsible for the strategic oversight of education and support programs related to DEI initiatives for our union. Please review the updated job description at [drive.google.com/file/d/12-vdexTvF6CK7GN5vveXsFXMMHZ8r5gC/view](https://drive.google.com/file/d/12-vdexTvF6CK7GN5vveXsFXMMHZ8r5gC/view). The application will be available beginning March 21, 2022 on the DEI page of the Local 88 website. Interested applicants please complete the online application no later than April 18, 2022. If you have questions, please email [dei@afscmelocal88.org](mailto:dei@afscmelocal88.org) or attend an Open House. Here are the registration links for both:

**Tuesday, April 5th, 6-7 p.m.**

[https://us06web.zoom.us/webinar/register/WN\\_Uo7OIP61QxWjqraED47JlA](https://us06web.zoom.us/webinar/register/WN_Uo7OIP61QxWjqraED47JlA)

**Wednesday, April 6th, noon -1 p.m.**

[https://us06web.zoom.us/webinar/register/WN\\_2h2mklKmQGqJQnHRC2t1VA](https://us06web.zoom.us/webinar/register/WN_2h2mklKmQGqJQnHRC2t1VA)

### Class Struggle Unionism study group

Please use this link <https://actionnetwork.org/events/class-struggle-unionism-book-study/> to learn more and register for the Class Struggle Unionism study group. Hope you (and others in Local 88) can join us on Thursdays April 14, 21, and 28, from 6 to 7:30 p.m. The link to the book study RSVP (above) includes the link to order books from Haymarket Books (\$15 each). We have two free copies and reimbursement may be available to members as needed and requested. Please email [cabi@afscmelocal88.org](mailto:cabi@afscmelocal88.org) if you would like a copy of the book — available while supplies last.

### Bilingual Pay focus group and survey

Our union contract (found at [afscmelocal88.org/wp-content/uploads/2021/10/2017-2020-LOCAL-88-CONTRACT-Final-Version-for-Printing-8.23.18.pdf](https://afscmelocal88.org/wp-content/uploads/2021/10/2017-2020-LOCAL-88-CONTRACT-Final-Version-for-Printing-8.23.18.pdf)) contains language (Article 14, section XI found on page 81) that set expectations related to compensation for union members who use their language skills and cultural knowledge while doing their county job. Our union has long been aware that employees are not being fully compensated. The ad hoc rule is cumbersome and impractical and employees often lack the time or support to track and report their ad hoc hours. While the county could do more by using KSAs to ensure that these

employees are fairly compensated, they have failed to do so. Thank goodness we have our union to fight for us. Recently a small group of employees met to participate in a one hour focus group and [tell our union mpre](#) about their experiences. The focus group stories affirmed our belief that employees are not being consistently compensated for using their language skills and cultural knowledge while doing their county job. Further, we learned that this experience is more widespread than we knew. We will continue to work with union members to ensure that this issue is thoroughly addressed.

If you are interested in sharing your experience, please complete this form (found at [docs.google.com/forms/d/e/1FAIpQLSdEV2PW-7r2NF3Q2jeJ2MJ5UATNOz5sb3o6VZFfG0NB02-dUQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSdEV2PW-7r2NF3Q2jeJ2MJ5UATNOz5sb3o6VZFfG0NB02-dUQ/viewform?usp=sf_link)) Any identifying information you provide on the survey will be held as confidential within our union.

Special thanks to Maya Noble for helping with the planning and facilitation of the focus group and to Eben Pullman (AFSCME Council 75 Representative) for his support. Please send any questions or comments to [cabi@afscmelocal88.org](mailto:cabi@afscmelocal88.org)

### Political action union member opportunity




We are having a canvass (lit drop) event for Multnomah County candidates Jessica Vega Pederson for Chair and Derrick Peterson for Sheriff on Saturday, April 9. It will be from 11:30 a.m. to 2:30 p.m. and we would love to have you as union members attend and personally meet the candidates, too. Use this link to view all details and register to attend:

[forms.gle/F5fc6VZYGx6gaPBP8](https://forms.gle/F5fc6VZYGx6gaPBP8)

We'll gather at Portland AFSCME Office (6025 E Burnside St) and then spread out to drop off campaign flyers. We will provide light snacks and lists of houses to drop the flyers off to. If you'd like to knock on doors and talk to voters about why you're supporting Derrick Peterson and Jessica Vega Pederson, that's great. If you'd prefer to just drop off the literature, that's great too. Nice and easy! And bring your friends and family!

Learn more at:

<https://www.afscmelocal88.org/2022/03/canvass-event-for-jessica-vega-pederson-for-chair-derrick-peterson-for-sheriff/>

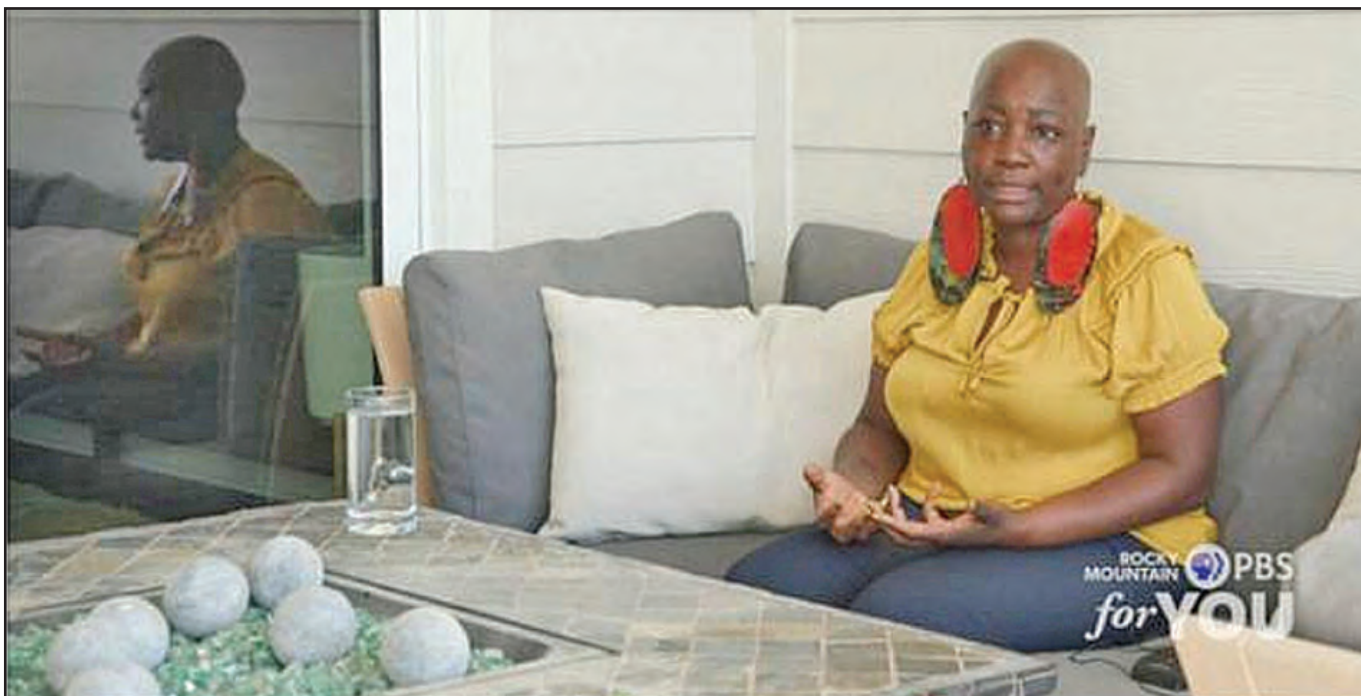
## CANVASS EVENT

**APRIL 9, 2022 - 11:30 AM**

**AFSCME OFFICE  
6025 E BURNSIDE ST**



## Membership Update



*Introducing Mecca Scott: AFSCME Local 88 Council Representative  
Representing Multnomah County DCA, DCM, Library, DCJ & JCSS*

### ONE WOMAN'S JOURNEY FOR RACIAL EQUALITY: THE STORY OF MS. MECCA SCOTT

By Olivia Grieco

In honor of Black History Month and Women's History month, I spoke with a local woman in our community that has a large influence in both of these communitiuties. Her name is Mecca Scott.

Ms. Scott, an African American woman, was born in Harlem, New York, and raised in the South Bronx of New York City. Her efforts towards the racial injustice movement are monumental, and Ms. Scott has been a true inspiration her entire life. Race and equality are important issues consistently occurring in today's society and generation, but the forces behind the movements and the people involved are not always highlighted.

When she was 21 years old, Ms. Scott joined the U.S. Army and was enlisted for four years. Even with rules prohibiting racial discrimination, Ms. Scott experienced prejudice while in training. This included discrimination such as cultural hairstyles not being permitted despite them being protective to Black hair types and specific examples like Black soldiers not being told the same information as their white counterparts. Despite the constant flurry of racial injustice Ms. Scott experienced, she kept on fighting — some-thing not only admirable but also agonizing as the idea of being treated differently due to your race is something no one should have to experience.

After years of civil work, Ms. Scott moved to Erie, CO, as she had adored the beauty and weather of the state. She has been working as an union representative for municipal workers, dedicated to readjsuting the workforce t oeleiminate discrimination against sex and race. While living in Erie, Ms.Scott worked towards promoting and organizing inclusive programs such as the Being Better Neighbors organization. This group not only promotes being kind towards one another, but also recognizes that people of every race should advocate for racial equality as a unified force. Along with the

colossal amount of work Ms. Scott has done previously, she also organized multiple community events. This included a Black Lives Matter march, which numbered over 2,000 people. Erie's first Juneteenth celebration, and a picnic held to connect members passionate about the LGBTQ+ battle for equal rights and acceptance.

Asking Ms. Scott about what she thought members of any community could do to help support and fight with the African American community was extremely important in order to celebrate the crossover of Black History Month and Women's History Month. Her feedback was straightforward - show up to events and educate yourself on the race inequality issue. In order to represent and uplift peacefully, regardless of your race, reinforcement needs to occur. The tolerance and ignorance of a movement simply because it does not affect you personally means you are willingly conceding to a force that discredits the existence and determination of a broad party of people. Or as Ms. Scott would call it "purposeful ignorance."

Adding a more specific question, I asked Ms. Scott about what teenagers can do to help steer the direction of race equality for the future. To break the cycle of systemic racism, her message was an overlooked yet vital one: don't succumb to the pressure of thinking racism is "cool." By aiding the movement as a teenager, you are recognizing the fact that being discriminated against is constantly [painful, disheartening, uncomfortable, confusing, frustrating, and so, so much more. The most culminating thing any young adult can do is to stick up for your peers, a small act that can improve the world greatly. In smaller ways, teenagers can do things such as going to Black Festivals, movies, etc, as well as educating themselves on historical developments such as the Freedom Writers.

As Ms. Scott puts it, "no lip service" should be tolerated.

### Upcoming steward training

Are you interested in learning more about becoming a Local 88 union steward? Use this link to read all details related to the four, one-hour training modules required to become a Local 88 steward: [docs.google.com/document/d/11yVIg8C6afZNP5D5R-xs3aqz2zvKF54BypbpEAV6ppQ/edit?usp=sharing](https://docs.google.com/document/d/11yVIg8C6afZNP5D5R-xs3aqz2zvKF54BypbpEAV6ppQ/edit?usp=sharing).

These sessions are being offered on-line Thursday evenings in April. For a listing of the training dates and for folks interested in becoming stewards, view the flier at: [docs.google.com/document/d/11yVIg8C6afZNP5D5R-xs3aqz2zvKF54BypbpEAV6ppQ/edit](https://docs.google.com/document/d/11yVIg8C6afZNP5D5R-xs3aqz2zvKF54BypbpEAV6ppQ/edit).

### Union member's receiving these overpayment notices, can get help

*(From our friends at Labor's Community Service Agency)*

It has come to our attention that a wave of overpayment notices are being sent out to claimants previously on Unemployment Insurance in Oregon, due to a recent internal audit conducted at the Employment Department. It can be both confusing and intimidating to members to receive this letter, and claimants may think that repayment is their only option, even when the overpayment was at no fault of their own.

Furthermore, the Oregon Employment Department allows only a short time after these notices are mailed out to appeal the determination or file a waiver to request the overpayment be forgiven, so it is a time sensitive matter for claimants.

Please email [president@afscmelocal88.org](mailto:president@afscmelocal88.org) if you would like to be referred to this program.

