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UPCOMING EVENTS

Local 88 General Membership Meeting Webinar

Wednesday, January 18, 2023 at 6 p.m.

Registration Link:

https://us06web.zoom.us/webinar/register/WN_7Zz8Au9ZRiiO7KHc746cYw

Local 88 Executive Board Meeting

Wednesday, January 4, 2023 at 6 p.m.

No General Membership Meeting in December

Nominations Accepted

AFSCME Local 88 will be accepting nominations at our January 18, 2023 general membership meeting to fill the following vacant Local 88 E-Board positions.

Executive Board Public Safety #4

Executive Board Public Safety #5

Executive Board Transition Projects

The meeting will begin at 6:15 p.m. and will be conducted virtually. Please register in advance by going to our web site: www.afscmelocal88.org and clicking on the link for the General Membership Meeting in the Upcoming Events calendar. E-Board information and duties are detailed in the AFSCME Local 88 constitution in Articles VI and VII, found at <https://bit.ly/L88const>. (Please note: No department shall have two (2) more Executive Board members than any other department in their sector.) Self nominations and nominations by members in good standing will be accepted at this meeting. If you plan to nominate someone not present, please try and confirm with them that they will accept the nomination. If any of the positions are a contested race, an election will be sent out to all members to your personal email February 1, 2023. The term for these positions ends in November 2023. **The voting period will take place Wednesday, February 1 through Tuesday, February 7.**

Introducing Rachel Riley - Local 88 Executive Board Member representing Government/Library Position #3

My name is Rachael Riley and my pronouns are she/her/hers. I am a native Oregonian (but recently moved to Vancouver) and spent my childhood mostly in southern Oregon. I am a Gen X only child to a lesbian single mother who has struggled with addiction all of her life. My childhood was rough. We were very poor and discriminated against because of my mother's identity. I graduated high school in Parkrose and attended some college at PCC. Being indecisive at the time and without a passion for a certain career, I left college and started working odd jobs until I found employment at the County in 1995 as an Office Assistant for the Department of Community Justice.



When I started working in DCJ, everyone was still using typewriters to write letters and bookshelves to gather files. I was promoted to IT in 1999 and have been working there ever since. While working for DCJ 20 years ago, I became a steward. I believe that the most rewarding part of being a steward is connecting with members and being with them when they need support, even when we don't get the outcome we wanted. Giving people a stable person to go through difficult times with is fulfilling to me.

I was interested in joining the Executive Board to help manage our union and have the ability to bring my Department's needs to the table. Supporting our staff and fellow Board members as best I can is important to me. I believe in elevating BIPOC voices, speaking against misogyny and discrimination, and working collaboratively to get our members voices heard and acted upon. I appreciate the appointment and look forward to working more closely with everyone in my new role.



Local 88 at the 2022 Pride at Work Convention

By Matt Davis

Treasurer, AFSCME Local 88

In August 2022, AFSCME Local 88 selected two individuals to attend the Pride at Work 2022 Quadrennial Convention in Minneapolis Minnesota. Shelley Ashford and I were fortunate to attend this event. Having family, friends, members and coworkers who identify as LGBTQIA+ I took this opportunity to further educate myself on increasing awareness and becoming a stronger ally not only for our Union Siblings but to the greater community at large.

Besides the general convention business there were numerous workshops to attend. I attended workshops that focused on Creating Effective Messaging for TV & Radio News Coverage and Political Polarization, the Threat to Democracies, and What We Can Do About it.

When I attended the convention, I didn't have a deep understanding about the mission of Pride at Work or how great of an impact that the organization holds with representation of other marginalized communities. Attending, allowed me to build a deeper understanding of the impacts to individuals who identify as LGBTQIA, BIPOC as well as Women within the workplace, as well as day-to-day obstacles that are placed as barriers to promote opportunities for success.

Sara Nelson, the Association of Flight Attendants-CWA President held a very impactful speaking segment during the convention. While I was listening to her speak it made me want to do more, it made me want to grow and push further to work with Members and Community Partners as an Executive Leader within AFSCME. At the end of the speaking segment Sara identified several organizations and opportunities available to assist in. One of the opportunities was a Train the Trainer scholarship opportunity. At the end of the day when I returned to the hotel and reflected on the day I took the opportunity to look into the Be More than a Bystander Scholarship Program (<https://endingviolence.org/bystander/>).

The program focuses on addressing gender-based bullying, harassment and violence as well as content on other forms of bias, discrimination and hate—including colonization, racism, homophobia, transphobia, ableism and more. The 3-day intensive training engages allies to take ownership and play an active role in ending bullying, harassment and violence. Participants learn effective intervention strategies to model in their organizations and are then tasked with sharing what they have learned with other colleagues. The program is geared towards people who identify as men who are industry leaders representing employers, contractors, unions, trades training providers or other trades related organizations. I plan on using the tools for this training to assist with the functions of the local, as well as my daily interactions as an employee with the Multnomah County Sheriff's Office.

The most important thing that I took away from the Pride

at Work convention is that I have the power to use my voice and stand up for our siblings who are further oppressed based on any marginalized identifiers. I want to challenge anyone out there with the ability to promote change to step out of your comfort zone and use your privilege to continue and provide support, assistance to effect change.

For more information on how to become involved with Pride at Work, visit www.prideatwork.org.

Three Year Contract Ratified!

Our new 3-year contract was ratified by our members. A total of 1,611 ballots (56% of all union members) were submitted. 1,459 (91%) voted to approve the pact and 152 (9%) voted to reject. This document contains important language improvements and increased compensation. There are more benefits we will fight for and win for union members beginning in the new year. The County Board of Commissioners ratified the contract on December 1. Now we move into the implementation of the contract. Below are some details people often ask about:

- The \$2,500 bonus will show up in our December 31, 2022 pay as a one time bonus and is subject to taxes.
- The retroactive 5% COLA will be added to our pay in 2023. We will share more precise dates once the County makes them available.

Market Study 2023

• Now that we have ratified our agreement, it is time for us to switch gears and move to another important segment, which is Market Adjustment Bargaining, (**Local 88 Contract, Article 14, I, C**). Typically these bargaining sessions take place in odd numbered years however, part of our economic settlement with the County is the ability to review an **additional 15%** of the bargaining unit over the next three years. The goal of this review is to study classifications which we believe are below market and raise the rates through the bargaining process, the first step being we must identify which classifications we will review.

• The process starts with identification of a list of potential classifications to propose to the County for study. We endeavor to give priority consideration to classifications that have not been studied within the last five years, however, we also consider other criteria including recruitment and retention issues. Ultimately we have to reach a joint agreement with the County on the list of classifications that will be reviewed and researched before we start the bargaining process.

• If you believe that your job classification is not being paid the market rate or you don't believe it has been studied within the last five years, **please fill out this form here:**

https://docs.google.com/forms/d/1l68Fbllloy0GLwdeJG1tmkq3PTbzBLP7va60ccBd9-w/viewform?link_id=2&can_id=39eec181f44f420e7245cbefa71e5de7&source=email-afscme-local-88-update-111522&email_referrer=email_1740236&email_subject=afscme-local-88-update-111522&edit_requested=true

If your classification is not selected in this cycle, please keep in mind that we will bargain again with the County for market rate adjustments in 2024 and 2025.

• One last bit of good news... you will be mailed a check for \$200 sometime after December 23, 2022. Checks will be mailed to your home address and are not subject to payroll taxes. These monies are the result of a class action settlement brought by AFSCME on behalf of union members employed at Multnomah County. **For more details please go to this site:** https://multnomahcountysettlement.com/Home/portalid/0?link_id=3&can_id=39eec181f44f420e7245cbefa71e5de7&source=email-afscme-local-88-update-111522&email_referrer=email_1740236&email_subject=afscme-local-88-update-111522