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## UPCOMING EVENTS

**GENERAL MEMBERSHIP  
WEBINAR**
**Wednesday, Jan. 28 at 6 p.m.**

 Register at <https://bit.ly/3hU2ylt>

 Note: Nominations for officers will  
take place; see below for details.

**EXECUTIVE BOARD**
**Wednesday, Feb. 1 at 6 p.m.**

# MEMBERSHIP UPDATE

 BY JOSLYN BAKER **AFSCME LOCAL 88, PRESIDENT** | [president@afscmelocal88.org](mailto:president@afscmelocal88.org)

## Contract implementation in 2023

For the first time in five years, your Local 88 bargaining team and delegates spent 2022 preparing for and completing the first full contract bargaining. This TA (tentative agreement) summary ([bit.ly/3YQadS9](https://bit.ly/3YQadS9)) provides quick access to the topics where we made gains. On November 17 our members voted 91% to ratify our contract. On December 1 the board of county commissioners voted unanimously to ratify the contract. This important step means now the work of implementing the contract changes takes place. We have developed this FAQ ([bit.ly/3VrDM9T](https://bit.ly/3VrDM9T)) that provides answers to frequently asked questions about the gains in this TA. Now comes the important and complicated work to implement these changes.

While this implementation work falls to our coworkers at the county, our union will be following this process closely to ensure that you get all the benefits coming to you as an employee represented by the Local 88 contract, also known as the collective bargaining agreement (CBA). Some of these gains have been already implemented. For example employees covered by Addendum D (Roads, Fleet, Animal Services) will receive a 20% premium during any Addendum D declared event. OT, double time, holidays will all be based on their regular schedule. This means the roads workers who were directed to work during the recent ice and snow have been fairly compensated. Also, by the time you are reading this most local 88 represented employees should have received the retention bonus (either a \$2,500 bonus or 2%, whichever is greater) in their final paycheck of 2022. Bonuses are prorated based on FTE (full time equivalent) and are not applicable to on-call workers.

Starting early in 2023 the remaining implementation of our CBA (collective bargaining agreement) work will begin. One of the most frequently asked questions is about the COLA (cost of living adjustment). We won a

5% COLA that you will receive in two ways. A lump sum payment will be added to your pay, hopefully by the end of February. This payment is calculated by adding 5% to your base pay rate as of 7/1/22 for all hours you worked from that date until the retro amount is added permanently to your base pay July 1, 2023. At this same time your base rate pay will be adjusted so the 5% increase is reflecting in all hours worked moving forward.

I am so grateful for all the work our union did to win the amazing new benefits in our new CBA. I feel proud to see all the ways our union power led us to this point. The implementation of these new benefits will require patience from all of us. The implementation will take longer than we had hoped because these many complicated changes will take place through Workday, and it will likely be an iterative process. I remind myself that the same county workers who are implementing our contract are also tasked with doing the same work for the many other union contracts ratified in 2022. I am excited to continue to work with you all as your union president into 2023 and to work with members and union leaders to achieve even more. At the top of the list is the market adjustment bargaining we will start in 2023.

## Issues for the new Multnomah County chair

Finally, we have a newly elected county chair. Chair Jessica Vega Pederson was endorsed by our union and was sworn in on Jan. 3. We have talked with her throughout her campaign and election about issues important to our members. At the top of this list is the failure by the county to ensure that our workplaces are actually places of safety, trust and belonging. These three words represent an unfulfilled promise made to county employees in the Workforce Equity Strategic Plan (WESP) and over and over by people placed in positions of authority and power to make the changes.

Needless to say, 2023 will be a busy year for your union

member leaders. We will communicate updates about the contract implementation and opportunities for you to be involved in making our union even better and stronger in the new year. These updates will be with you through email, website ([afscmelocal88.org](https://afscmelocal88.org)), social media and this fine newspaper (Northwest Labor Press). NOTE: If you are not receiving emails from us, likely we do not have your correct email. Please let us know your preferred non-work email by sending us a quick message to [cabi@afscmelocal88.org](mailto:cabi@afscmelocal88.org).

## Officer nominations at January meeting

AFSCME Local 88 will be accepting nominations at our Jan. 18 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 p.m. and will be conducted virtually. Please register in advance by going to our web site, [afscmelocal88.org](https://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 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, ballots will be sent out to all members to your personal email on Feb. 1. The term for these positions ends November 2023. The voting period will be from Feb. 1 through Feb. 7.



## Local 88 leader attending Harvard Law

 BY PERCY WINTERS, JR **EXECUTIVE BOARD MEMBER AND CO-LEAD STEWARD FOR HEALTH**

As a single father, one of the things I push my kids to thrive at is their education. It is very important for me to instill in them what an education means, where an education can take you, but most of all, that no one will be able to take an education from you. As a leader within our union, those things apply to me now.

In October 2022, I applied to attend Harvard Law School through a program called Harvard Trade Union Program. My application was accepted, and I was awarded a full scholarship to attend this five-week program at Harvard. This executive training program is designed for trade union leaders. It is comparable to the advanced education that Harvard University offers to executive level individuals in business, government, and law. It teaches the essential skills for the management and leadership of unions, as well as providing a unique opportunity to

explore key issues for the labor movement.

By attending this prestigious program it is my goal to learn how to:

- Navigate the political landscape
- Build a strong relationship with community-based organizations
- Utilize today's technology to get more union members involved in their union

While I am excited to attend this wonderful program, I am very nervous. It has been many years since I attended school. However, I will put my best foot forward knowing that I have full support of my immediate family and my union family.

If you are interested in learning more about this program, please go to: [lwp.law.harvard.edu/htup](https://lwp.law.harvard.edu/htup)