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UPCOMING MEETINGS

GENERAL MEMBERSHIP WEBINAR

Wednesday, Feb. 15 at 6 p.m.
Register at afscmelocal88.org
Note: Nominations for officers will take place; see below for details.

EXECUTIVE BOARD
Wednesday, March 1 at 6 p.m.

MEMBERSHIP UPDATE

BY JOSLYN BAKER AFSCME LOCAL 88, PRESIDENT | president@afscmelocal88.org

AFSCME STRONG Organizing Member to Member

AFSCME Strong is a nationwide campaign to protect the jobs, financial security and future of AFSCME members by organizing member to member. AFSCME Strong makes organizing job one. In the next year, 5% of AFSCME members will receive in-depth training on how to reach and connect with coworkers. These AFSCME Strong member activists will be the engine that drives our effort to engage 80% of our members, one conversation at a time. Local 88 will not be knocking on people's doors this year, so it is extra important to step up. There are three ways to get involved. Find all the details at afscmelocal88.org/afscme-strong-week. Please sign up for a partial day or all the days. You choose:

1. Feb. 4-5 Help with Phone Banking AFSCME Strong VMO weekend
2. The AFSCME Strong Week 2023 Membership Blitz is happening Feb. 13-17! Join together for new member outreach by visiting worksites and talking about the importance of solidarity.
3. AFSCME Strong Week - Virtual Training Session - FREE!

Please reach out to Jordan Muehe (AFSCME) at jmuehe@oregonafscme.org if you have questions

"No, Remote Employees Aren't Becoming Less Engaged"

—Harvard Business Journal

One of the major driving arguments for bringing employees back to the workplace is that remote workers are becoming less engaged over time, resulting in less frequent and spontaneous interactions with colleagues that are vital for both organizational performance and innovation. Read the full article or listen to the 14 minute audio version at bit.ly/3WrkOka

"Given the anecdotal evidence of workers recently disengaging or quiet quitting, we had originally predicted that one of the easiest ways to observe this effect would be a continual decrease in the number of times remote or hybrid coworkers were engaging — or meeting — with each other. However, we found quite the opposite."
—the study authors

Multnomah County Employee Recognition Award

Please consider nominating a Multnomah County colleague or team for an Employee Recognition Award (bit.ly/3XkiNmd). Nominations are due Friday, March 3, and can be submitted for the following categories:



- **Diversity and Cultural Competency Award** To recognize employees and teams that promote inclusiveness and champion diversity in the community or within the County organization.

- **Employee Innovation Award** To foster employee innovations to improve work processes, which result in monetary savings or significant operational efficiencies.

- **Outstanding Team Achievements Award** To promote and recognize members of work teams that add significant value to the organization.

- **Superior Public Service Award – Internal and External** To promote and recognize individual employees for outstanding customer and public service. The internal customer category is for when a County employee or team provides a service to other County employees. The external customer category is when the customer is the community or members of the public.

- **Sustainability Award** To recognize employee and team efforts to make Multnomah County's vision of attaining an equitable, livable, resilient, and low-carbon place to live and work possible.

Local 88 Retro COLA payment and base pay adjustment

Our union has received confirmation that the 5% COLA retro will be added to the Feb. 15, 2023 paycheck. For active employees, retro will be broken down week by week for all hours worked from July 1, 2022 through Feb. 15, 2023. On your payslip you will see your previous pay backed out for each week and

recalculated at your new pay rate (example below). At this same time your base pay rate will be adjusted for hours you work moving forward. For eligible terminated workers, retro pay will be paid out via check as a lump sum payment for all hours worked since July 1, 2022 through your termination date.

SAMPLE PAYSLIP EARNINGS - RETRO PAY

Earnings						
Description	Dates	Hours	Rate	Amount		
Regular Pay	01/02/2023 - 01/08/2023	40.00	32.96	1318.4		
Regular Pay	01/09/2023 - 01/15/2023	40.00	32.96	1318.4		
Regular Pay	11/28/2022 - 11/30/2022	-24.00	31.39	-753.36		
Regular Pay	11/28/2022 - 11/30/2022	24.00	32.96	791.04		
Regular Pay	12/01/2022 - 12/04/2022	-16.00	31.39	-502.24		
Regular Pay	12/01/2022 - 12/04/2022	16.00	32.96	527.36		
Regular Pay	12/05/2022 - 12/11/2022	-40.00	31.39	-1255.6		
Regular Pay	12/05/2022 - 12/11/2022	40.00	32.96	1318.4		
Regular Pay	12/12/2022 - 12/15/2022	-32.00	31.39	-1004.48		
Regular Pay	12/12/2022 - 12/15/2022	32.00	32.96	1054.72		
Regular Pay	12/16/2022 - 12/18/2022	-8.00	31.39	-251.12		
Regular Pay	12/16/2022 - 12/18/2022	8.00	32.96	263.68		
Regular Pay	12/19/2022 - 12/25/2022	-40.00	31.39	-1255.6		
Regular Pay	12/19/2022 - 12/25/2022	40.00	32.96	1318.4		
Regular Pay	12/26/2022 - 12/31/2022	-40.00	31.39	-1255.6		
Regular Pay	12/26/2022 - 12/31/2022	40.00	32.96	1318.4		



Oregon AFSCME Convention

Oregon AFSCME's 2023 Biennial Convention will be held at the Salem Convention Center from 6 p.m. April 28 to the end of day April 30. All delegates and alternates must be elected from the locals in accordance with the Elections Code of the AFSCME International Constitution (bit.ly/3IYTEOn) and convention materials (bit.ly/3wethfZ)

Based on the size of our membership, we have 11 spots for delegates. Two of these delegate spots are for officers, and the remaining nine delegate spots are to be filled by union members in good standing.

Nominations for delegates will be accepted at the Local 88 General membership meeting on Feb. 15, 2023 (Register at afscmelocal88.org). People seeking to be elected to be a delegate may either self nominate or be nominated by another union member in good standing. If there are more candidates

for delegates than slots available an online election will be held. Anyone who is nominated but not elected will be offered an alternate spot. Delegates will be notified by March 10, 2023, and lost time will be available. Local 88 officers will assist the delegates in making travel arrangements.

Finally, AFSCME Council 75 leadership includes five regional vice presidents. Region 3 is where we are located and covers all AFSCME locals from the Willamette River to Hood River. Currently, Joslyn Baker is the RD3VP (Regional District 3 Vice President). Her term ends at the Convention when a new RD3VP will be elected. This is a powerful role for our local to maintain. Joslyn is available to answer questions about this leadership opportunity.

Leadership Opportunities in Local 88

Executive Board Vacancies

Local 88 currently has two Executive Board vacancies open to union members in good standing who work in the following:

1. Library & General Government sectors—open to union members in Dept. of County Services; Dept. of County Management; Dept. of County Assets, Non-departmental; and Joint Office of Homeless Services/JOHS

2. Public safety sector—open to union members in MCSO and MCDA

Executive board members are elected by the membership at large. Interested people may self nominate or be nominated by a union member. Self nominations and nominations by members in good standing will be accepted at the Feb. 15, 2023 Local 88 General Membership Online Meeting. Uncontested nominees will be directly appointed

to the vacancy. If you plan to nominate someone not present, please confirm with them that they will accept the nomination. The term for these positions ends in November 2023. 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 88cabinet@afscmelocal88.org. E-Board information and duties are detailed in the AFSCME Local 88 constitution in Articles VI and VII, found at bit.ly/L88const. (Please note: No department shall have two more Executive Board members than any other department in their sector.)



New Local 88 email

88cabinet@afscmelocal88.org

For years we have used cabi@afscmelocal88.org for members to reach out to our Local 88 officers and AFSCME council representatives. We have realized that this address was often confused as being the address of an individual and not a group. To promote better communication we have created a new email address for members to reach out to Local 88 officers and AFSCME council representatives. That address is 88cabinet@afscmelocal88.org. Please update your address book. For a period of time we will make sure both addresses function. Finally, if you are seeking support as a union member, please start by reaching out to a union steward. You may find the names of Local 88 union stewards on our website at bit.ly/3GSXJ42



SAVE THE DATE: Contract Ratification Celebration

It has been too long since we gathered as a union family to celebrate our solidarity and power. Please plan to join us Friday, April 21, from 5 to 10 p.m. at the Hyatt Convention Center. This will be a family friendly event and should be lots of fun, with a DJ, yummy food and kid activities. Rooms are available for overnight guests at a 20% discount. Arrangements for parking are in the works. Additional details and registration will be shared soon. Please email 88cabinet@afscmelocal88.org if you would like to help plan this event or volunteer at the event.