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UPCOMING MEETINGS

GENERAL MEMBERSHIP WEBINAR
Wednesday, April 19 at 6 p.m.
Register at afscmelocal88.org

EXECUTIVE BOARD
Wednesday, May 3 at 6 p.m.

MEMBERSHIP UPDATE

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

Bargaining 2023

In 2022 we settled new union contracts in the general unit (Local 88), Physicians Unit (Local 88-2), Central City Concern (Local 88-1), and Transition Projects (Local 88-3). It seems like before we got a chance to rest we are back at bargaining for the following units in 2023: Dentists (Local 88-5), Pharmacists' first contract (Local 88-4), Juvenile Custody Services Specialists (Local 88-6), and market study. Check out our brand new AFSCME Local 88 general unit contract at <http://bit.ly/3yYglfx>.

Member Engagement

■ **New member sign up** 45 new members were signed up in February 2023 as part of AFSCME Strong. Thanks to the AFSCME council staff and union members who worked on this important effort. We reached out to people using phone banks, worksite visits, online chats and video meetings. If you have not yet become a union member, you may sign up online at afscmelocal88.org/join-afscme-local-88

■ **Monthly new employee orientation (NEO - Meet Your Union).** AFSCME Local 88 is offering online sessions to all employees represented by our union, and you may attend on county paid time. You may sign up at jmuehe@oregonafscme.org

Contract ratification party planning begins

Save the date. Please join us 5 to 10 p.m. Friday, April 21 for a super fun contract ratification party at the Hyatt Convention Center. Find details at <https://www.afscmelocal88.org/2023/02/contract-ratification-party-april-21-2023-500-pm/>

■ **Become a steward** Learn about this process at <https://www.afscmelocal88.org/how-to-become-a-steward>. Information about required training can be found at oregonafscme.org/trainings.

New Employee Orientation (NEO) Let's build a NEO webpage!

Vision: This page will serve as a resource for newly hired employees to learn about the benefits of union membership and as a tool for those who provide NEO presentations. Lend your passion for union membership, your ideas for information that was useful or that you wish you would have had when you started, or even ideas about what the webpage should look like or how it should function!

Time commitment: Anticipated two to four hours for meetings, additional time for tasks between as you like.

Questions? Email webadmin@AFSCMELocal88.org. We have a webform for people who want to work on the NEO page to sign up.

MEMBER PROFILE: JERSEY RODRIGUEZ

My name is Jersey Rodriguez. I am a trans masculine person and my pronouns are they/them. My passion is to raise awareness, work towards ending stigmas and our silence, and empower our diverse community and workforce. I was born and raised in New Jersey to a diverse family—Italian, Puerto Rican, Filipino and Asian. I did not have a functional upbringing, and have fought for the life I have envisioned for myself since I was 5 years old. I finally began my transition journey Oct. 17, 2020, at 27 years old! My life is far from perfect, but the chaos of life has become my breath of fresh air — because I fought to swim. Something commonly said about me is, “Jersey, you are a force to be reckoned with.” **To read more about Jersey's story go to afscmelocal88.org/2023/03/member-profile-jersey-rodriguez**



LET'S PARTY!

Contract Ratification Celebration for all union members working at Multnomah County, Central City Concern (CCC) and Transition Projects, Inc. (TPI)

Bring your family and join us Friday, April 21, from 5 to 10 p.m. at the Hyatt Convention Center. This will be a family friendly event and will be lots of fun, with a DJ, yummy food, drag queen performers, raffle prizes and kid activities. Visit afscmelocal88.org/2023/02/contract-ratification-party-april-21-2023-500-pm, Facebook and Twitter for updates. Email questions to 88cabinet@afscmelocal88.org

Our 2023 Oregon AFSCME Convention Delegates

Thanks to the following union members for stepping up to represent our union at the 2023 Oregon AFSCME convention. Also thanks to the 611 union members who made time to participate in this election. The convention delegates and alternates are listed in order of the number of votes they received.

Delegates

1. Percy Winters, Jr - Health Department
2. Manuel Arellano - Library
3. Rosa Garcia - Joint Office of Homeless Services (JOHS)
4. Megan Gallagher - Multnomah County Sheriff's Office (MCSO)
5. Shelley Ashford - Library
6. Hilary Zust - Department of County Human Services
7. Charlotte Garner - Central City Concerns
8. Grant Swanson - Library
9. Kyle Eilenfeldt - Library
10. Maya Noble - Office of Diversity & Equity (ODE)
11. Jackie Vitron - Department of County Human Services

Alternates

1. Angie Robinett - Department of Community Justice Human Services
2. Johnny Giddings - Department of County Human Services
3. *Joslyn Baker - attending in her role as OR AFSCME Regional district 3 vice president and Local 88 president

Oregon Labor Law Conference

BY MANUEL ARELLANO

LIBRARY CO-LEAD STEWARD

I want to thank my Local 88 union siblings for allowing me to attend the 2023 Oregon Labor Law Conference Jan. 27.

Due to my participation on the Local 88 bargaining team that negotiated the new 2022-2025 contract for Multnomah County employees, I was inclined to explore subjects like federal and Oregon leave laws given by Liz Joffe, and arbitration from the arbitrators' perspective by Barbara Diamond and Shianne Scott. Finally, and also due to the characteristics of the world we live in today, I attended the social media campaign workshop by Rich McCracken.

LEAVE As a lead steward at Multnomah County Library, one

of the most recurrent subjects is the need for our coworkers to benefit with the different kinds of leave protections we have in Oregon and also the federal ones. Leave allows employees to take paid or unpaid time off when many of life's most important moments impact our families, health, and safety. We've learned in which particular circumstances different protected leaves are the right ones to use or to ask for.

ARBITRATION Arbitration is a key instrument in our role as stewards as well. When unions use these arbitrations, we don't take into consideration the different perspectives that arbitrators use in the particular cases that they are faced with. The purpose of this training was to be able to identify what would

be the arbitrators' point of view, that would help not only to save time in these procedures but also to clearly bring the Unions arguments and why the parties are coming to this particular arbitration.

SOCIAL MEDIA CAMPAIGNS Finally, in the social media campaigns workshop, we learned that even though the different social platforms might be useful to union purposes, they might fire back at us as well. Using social media in disseminating our proposals and ideas can be a very important way to get to most of our own members but also to the different aspects in the society. This can become a tool that may be used against the bargaining units if they are used to make personal attacks rather than useful proposals.

Thank you very much for giving me the opportunity to attend this conference.