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UPCOMING MEETINGS

GENERAL MEMBERSHIP WEBINAR
Wednesday, June 21 at 6 p.m.
Register at afscmelocal88.org

EXECUTIVE BOARD
Wednesday, June 7 at 6 p.m. Any member may attend as a non-voting visitor.

MEMBERSHIP UPDATE

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



Multnomah County Health Department Pharmacists unit signs first contract

AFSCME Local 88-4 successfully completed their first contract. Thanks to the amazing bargaining team: Marion Clark, Rachel Uhlig, Sarah Block, Percy Winters, Jr., Jordan Muehe and Eben Pullman.

The Tentative Agreement (TA) was ratified May 22. The next step is for the Multnomah County Board of Commissioners to ratify the TA; that action is scheduled for this May 25. When the Board ratifies the agreement will go into effect immediately. The County committed to issuing all bonus payments by July 1 and all retro pay by July 15, 2023.

We are working to complete a final draft of the contract and we hope to have it completed by next week. Tentative Agreement Summary:

- 11.32% wage increase (5% COLA + 6.32% market increase) retroactive to July 1, 2022
- 3% Step increase retroactive to July 1, 2022 for those not at the top of the range including step placement credit for residencies.

- \$2,500 Bonus for those employed on July 1, 2022 and \$2,000 Bonus for those still employed on July 1, 2023.
- 5% COLA on July 1, 2023 + 3% Step Increase for those pharmacists not at the top of the range.
- Bilingual Pay premium of 2%
- Same Day Reassignment Premium of \$3.75 per hour for each day you receive a same day reassignment
- Essential employee premium of 20% for employees that work on site during a countywide closure or curtailment
- State licenses and board certifications reimbursed
- \$500 biennially for Continuing Education
- Improvements in the Vacations Scheduling Process
- One additional sick leave day per year
- One additional saved holiday per year
- Protections from unjust discipline and dismissal
- Seniority based layoff and recall procedure
- Contract language to protect our safety and health
- AND MORE!

Promoting equity and workplace safety

AFSCME Local 88 and the Multnomah County Complaints Investigation Unit (CIU) have collaborated to create a conflict resolution program that will be a new resource for union represented staff at Multnomah County who have experienced a workplace incident related to one or more of their protected class identities. Through an application process we have identified a group of 15 people (union stewards and council representatives) who are interested in conflict resolution, creative problem solving, and bringing an equity lens to the complaint and conflict process. This group will start by attending a series of training sessions, hosted by CIU staff. They will use their knowledge and work together to identify next steps for developing this exciting and much needed new resource. Time spent by union members involved in this project will be covered and paid for by the County. Contact president@afscmelocal88.org with any questions. or comments.

Meet Your Union

New to Multnomah County or have questions about how your Union works? Please join us for one of our recurring virtual meet and greets to ask questions, talk about issues, and get involved?

The sessions are held monthly on the second Thursday (3:30-4:30pm), and third Tuesday (11 a.m.-12 p.m.) of each month. These sessions are offered on county paid time (thanks union for advocating for this) See you there!

Visit our website afscmelocal88.org to register or go to <https://uso6web.zoom.us/j/75061222222>

We want to hear from you!

How can we make our union even better? Email your ideas to me president@afscmelocal88.org

Member Engagement

Member Action Teams (MAT)

If you are having an issue at work, and it isn't resolvable through the grievance procedure, get in touch with Kristian Williams: kwilliams@afscmelocal88.org

Become a Steward

Learn about this process. Information about required training can be found at oregonafscme.org/trainings.

LCSA (labor's community service agency)

Helping Hands is the LCSA signature safety net program for working families unable to make ends meet due to temporary loss of income or hardship. Hundreds of qualified families receive help in paying rent or utilities during a layoff or company closure, medical emergency or other short-term hardship.

Local 88 makes an annual donation to LCSA, but your individual donation increases funds available for our union members. Please give as you are able at afscmelocal88.org/2022/10/lcsa-gearing-up-for-holidays-donate-now

New contracts now online!

Read the new contracts for CCC, TPI, and Multnomah County General Unit at afscmelocal88.org/contracts