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UPCOMING MEETINGS

GENERAL MEMBERSHIP WEBINAR

Wednesday, July 19 at 6 p.m.

Register at afscmelocal88.org

EXECUTIVE BOARD

Wednesday, Aug. 2 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

County wants to delay promised retention bonus

Our newest Local 88 contract clearly states that all employees will receive a \$2,000 retention bonus July 1, 2023. Despite this contract being fully signed and executed, the implementation of the contract is a process done in good faith. When our union was notified that the bonuses would appear in our July 31 paychecks, a clear contract violation, we filed a Step 3 grievance. The grievance process is moving forward and we expect the county to keep its word and pay employees as promised July 1.

Union power starts with YOU!

Our union (Local 88 and six sub locals) is made up of over 3,500 members. On the first day of your employment you were automatically represented by our union. Great news! In the past we were automatically enrolled in the union as a member. However, each person has the opportunity to take the step to become a member of our union. Over recent years this has changed as political extremists such as the Freedom Foundation have spent time and money to try and crush our union. Don't fall for the Freedom Foundation lies. Learn more at afscme.org/blog/dont-fall-for-the-freedom-foundations-lies-on-the-record-afscme-video

More good news: AFSCME unions are stronger than ever, and union activism is growing across the United States and is exceptionally vibrant in Oregon. I started this article by saying union power starts with you, and it does. The best way to support and grow our union is to talk with your co-workers about what you like about the union and how you will work to make our union even stronger. Being a dues paying union member is the first step to being active in our union. People tell us all the time that when searching for a job they deliberately sought out a union workplace knowing they would be better paid, supported and protected in a workplace that is unionized.

Maybe you have heard that our union only fights for the majority. In our recent Local 88 general unit and sublocal contract bargaining, we did win financial and other benefits for all members. But we also recognized compensation that was missing for smaller groups of employees such as those who work in jail settings and people who use their language skills at work on a routine basis. These groups of employees may be small, but we felt that they were not being fairly compensated, and so we fought and won new contract language that corrected this unfairness.

Currently our union membership is high, but it could be even higher. Higher union membership signals to our employer that people are union strong, and it empowers us when we fight for improvements for you. Because of our high membership, we have been winning at the bargaining tables and getting compromises outside of bargaining. I am asking you to join us. This is an easy step you can take online at afscmelocal88.org/join-afscme-local-88. If you are not sure if you are a union member, please email us at 88cabinet@afscmelocal88.org and we will let you know.

Mourning the Loss of our Friend and Co-Worker, Jennifer Parise

Jennifer Parise worked at Multnomah County for 14 years in several departments, including the Intellectual and Developmental Disability Program, Youth and Family Services, and Multnomah Animal Services. She was adored and respected by her colleagues, and was caring and compassionate to everyone she met. Jenn had just received a promotion to a position she was ecstatic about. She and her partner Lauran just bought their first home in June 2023. They, along with their son Edwin, seemed to be on top of the world.

On June 25, while returning home from grocery shopping, Jenn and Lauran were about 15 blocks from their home when the unthinkable occurred. A stranger involved in a high speed police chase rear-ended Jenn and Lauran's car, killing Jenn and sending Lauran to the hos-



pital. The tragedy is senseless, tremendous and overwhelming; it is currently the focus of an ongoing police investigation. If you'd like to assist the family with a donation to gofundme.com/jenn-p-loss, it would be greatly appreciated.

Jenn's legacy will live on because she lived in the hearts and souls of others. Jenn was compassionate, dedicated, thoughtful, great at making beautiful quilts, and a phenomenal mom who planned all the coolest things to do with Edwin.

She was a wonderful baker, who made delectable treats and home delivered them(!), was the best listener, a remarkable partner, ultra creative, and a first-class person to laugh with. She was a lover of science and animals. Jenn was an outstanding pet mama, a matchless gamer, and a queen at Karaoke. A fierce advocate for disability justice, and diversity and equity work, and a strong supporter of LGBTQIA+ rights. Jenn was big-hearted beyond belief, a Scout Leader, and an unequalled supporter of Edwin's ballet and Aikido. Jenn loved Oingo Boingo, and was known for being spunky. She loved to share wonderful and safe hugs, and was supportive of those around her for being exactly who they are. She was kind and resilient, and a ray of positivity for all who met her. Jenn will be greatly missed by everyone who knew her.

Labor Education and Research Center Summer School

Local 88 members can strengthen the labor movement by attending Summer School offered by the Labor Education and Research Center (LERC) of the University of Oregon. This summer's LERC runs Aug. 4-6 and is a

great resource to gain additional knowledge and strengthen skills for AFSCME members who want to become, or are already, union leaders. Info on classes can be found at lerc.uoregon.edu/summerschool23-courses

LERC is open to all Local 88 members. We welcome members of minority and marginalized communities and those who have not taken part in prior LERC events. Applications, due July 15, are at forms.gle/apyyiuNmWqfuPEouY6.

BIPOC (Black Indigenous and People of Color) steward training

Local 88 (and all its sub locals) is proud to have a membership that is diverse in many ways. It is imperative that our union leadership reflect our membership and that we provide the resources needed to make this idea a reality. Union leaders Maya Noble (Local 88 Vice President) and Rosa Garcia (Local 88 DEI Coordinator and Lead Steward for JOHS - Joint Office of Homeless Services) partner with AFSCME representatives Brian Dunnaville and Mecca Scott to develop a plan

to offer a two-day steward training for union members who identify as BIPOC. Maya and the planning group leveraged national trainers from the AFSCME International Union to offer a two-day training session in Fall 2023. Paris Walker and Matthew White are working with the planning group to ensure that all details for this training meet the needs of those who attend. When this item was presented at the Local 88 June 21 general membership meeting there was a noticeable excitement

and appreciation for the work that is going into this training and a stated hope that this pilot will be the first of many resources to help Local 88 better see and meet the needs of our BIPOC union members. This event, which will be open to 40 union members, will be held in person and attendees will have their work time covered and meals/snacks will be provided. We will announce the application process as soon as it is open, later this summer or early in the fall.