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503.239.9858 | WWW.AFSMELocal88.ORG

## UPCOMING MEETINGS

**GENERAL MEMBERSHIP  
WEBINAR**  
Wednesday, Sept. 20 at 6 p.m.  
Register at [afscmelocal88.org](http://afscmelocal88.org)

**EXECUTIVE BOARD**  
Wednesday, Sept. 6 at 6 p.m. Any  
member may attend as a non-vot-  
ing visitor.

# MEMBERSHIP UPDATE

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

## Learn about our 2023 union officer election process

AFSCME Local 88 will accept nominations at our Sept. 20 general membership meeting to fill the following elected positions: President, Vice President, Treasurer, Secretary, Executive Board members, and one trustee position. The term for most of these positions is two years and ends in Nov. 2025; the trustee position is a three year term.

- **President** — This position includes a \$400 monthly stipend, and 100% of your work time is paid by the county. This position requires a high level of flexibility, advocacy, knowledge, and responsiveness.
- **Vice President** — This position includes a \$400 monthly stipend, and up to 25% of your work time is paid by the county. This position requires a high level of flexibility, reliability, and responsiveness. The vice president also serves as the Political Action Committee chair.
- **Treasurer** — This position includes a \$400 monthly stipend and up to 25% of your work time is paid by the county. This position requires a high level of flexibility, transparency, reliability, and responsiveness.
- **Secretary** — This position includes a \$400 monthly stipend and up to 25% of your work time is paid by the county. This position

requires a high level of flexibility and responsiveness.

- **Executive board** — There are currently 21 positions by sector, but this number may be expanded to 27 if the Local 88 Constitution is approved for it. This position includes a \$75 monthly stipend, and your work time may be paid by the county on a limited basis. This position requires a high level of flexibility, reliability, and responsiveness.
- **Trustee** — This position includes a \$75 monthly stipend, and your work time may be paid by the county on a limited basis. A team of three trustees supports the treasurer to ensure the financial strength and wellness of AFSCME Local 88.

The Sept. 20 general membership meeting will begin at 6:15 p.m. and will be conducted virtually. Please register in advance by going to our website, [www.afscmelocal88.org](http://www.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 Ex-

ecutive Board members than any other department in their sector.)

Self nominations and nominations by members in good standing will be accepted at this meeting or by emailing Robin Easton-Davis, the elections committee chair, [88cabinet@afscmelocal88.org](mailto:88cabinet@afscmelocal88.org) prior to the start of the meeting. If you plan to nominate someone not present, please confirm with them that they will accept the nomination. We will confirm all nominations of people not present when nominated by email and ask them to confirm by Sept. 22, or they will be removed from the ballot.

If any of the positions have more than one candidate the race is declared a contested race, and the results will be settled by an online election by the members. The election link will be sent out to all members to their personal email on Nov. 1, 2023. Ballots will not be sent to county email addresses. The online voting period will take place 8 a.m. Nov. 1 through 5 p.m. Nov. 6. If you are not receiving emails from our union currently at your personal email, please reach out to us at [88cabinet@afscmelocal88.org](mailto:88cabinet@afscmelocal88.org) to ensure your information is

up to date so you will receive an electronic ballot for this election.

There will be many ways for you to get to know the candidates for the officer positions in any contested race:

- Reach out to the person at their county email and let them know you wish to discuss this union business. You will then need to move the conversation off county email to ensure privacy and adherence to all county personnel rules.
- Read the candidates' responses to questions. Each candidate will be asked to submit a photo and 300 word response to questions, and this info will be posted to our website Oct. 1.
- Attend the candidate town hall. The online date and time TDB.

All information about the candidates and the town hall will be posted on our website. Information about the roles and responsibilities of these elected positions can be found in the Local 88 Constitution at <https://bit.ly/3q8f7xt> and in the AFSCME Local 88 policies at <https://bit.ly/476PRbG>.

## Multnomah County juvenile custody support specialists reach tentative agreement

This Tentative Agreement is subject to ratification by the membership. Our union bargaining team recommends a "yes" vote. The ratification election will be conducted electronically through Election Buddy with email to your personal email address and text message if we have your cellphone number.

The Union Bargaining Team: Daniel Carter, Lela Clay, Bladimir Cadena, Ron Lincoln, TafikoSalu, Kim Nguyen, Joslyn Baker, Mecca Scott, and Eben Pullman

### Article 14 - Compensation

#### COLA and Market Adjustment Wage Increases

For 2023: 5% COLA and a 2% Market in the first year retroactive to July 1, 2023. A one-time retention bonus of \$4,500 prorated by FTE for all regular, limited-duration, on-call/temporary employees, paid out to employees Sept. 15, 2023. On-call employees bonus shall be prorated from \$4,500 by dividing the number of compensated hours between July 1, 2022, through June 30,

2023, by 2080.

For 2024: 5% COLA;  
For 2025: 1-4% COLA based on the Consumer Price Index on July 1, 2025.  
**Longevity Pay**

Retroactive to July 1, 2023, you will receive increases for the number of years of county service, including a 1.5% increase for 5-14 years, a 2% increase for 15-19 years, and a 2.5% increase for 20 years or more.

## James McKenzie joins the Local 88 communications team

We would like to welcome a new addition to the AFSCME communications team! James McKenzie has recently been appointed as our web administrator.

James is a union steward with the Library and has been union member since his first day working with the county. Hailing from Florida, his background is in audio visual productions. He has worked with artists such as Guns and Roses, Kendrick Lamar, Pink, and Roger Waters. When he isn't working, he enjoys exploring new restaurants, creating music, playing video games, and floating the river.

### A message from James

My name is James McKenzie. I am a lead steward with the Library. Union work has been a driving factor in my approach to my career and relationships with my coworkers. I started tinkering with technology at 6 years old and found a passion for working with my hands, which I've translated into my work at the Library and working at concert venues around Portland. In this role, I hope to connect our members with our mission and with each other to inform members of new opportunities within their union community.