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UPCOMING MEETINGS

GENERAL MEMBERSHIP

Wednesday, Aug. 21 at 6:15 p.m.

Register at afscmelocal88.org

EXECUTIVE BOARD

Wednesday, Aug. 7 at 6:15 p.m.

Any member may attend as a non-voting visitor.

Labor Day Picnic Monday, Sept. 2, 11 am-3pm

Planning is underway! The members of the events committee have met and decided to host a 2024 Local 88 Labor Day Picnic. We plan to have it at a local Portland Park (to be announced) with catered lunch, fun activities and lots of prizes! If you want to help out, please go to afscmelocal88.org and sign up to join the Events Committee or email Jackie at president@afscmelocal88.org

CONTRACT NEWS

The COLA (cost of living adjustment) has landed! Our latest COLA of 3.3% is now in effect (as of July 1) and should have appeared on your July 31 paycheck/payslip for the July 1-15, 2024 pay period.

As you may know we bargain our contract every three years and negotiate important things like pay, benefits and working conditions. Our next bargaining starts very soon, as our contract expires in 2025. To get the best contract, we will need to work together and show our solidarity!

GET INVOLVED: Keep your eyes open for the bargaining survey in your personal email. It will be your opportunity to tell us what issues are important to you! We also need folks to join the Member Action Team (MAT) to help prepare for bargaining and communicate with other members. For more information: visit our website at afscmelocal88.org and follow our social media at facebook.com/AFSCMElocal88/ and instagram.com/afscmelocal88/



Portland Pride 2024!

The parade on Sunday July 21 was wonderful and we had members volunteer at the union AFL-CIO booth! It was a great day for a parade, with some surprise rain early on but beautiful weather for the actual parade. Our treasurer Cindy Sierra and I were proud to carry the Local 88 banner! We still have access to Pride t-shirts from the council and we ordered some fantastic Pride pins for our local designed by DCHS co-lead steward Michael Graham! Please contact 88cabinet@afscmelocal88.org to find out how to pick up buttons and T-shirts!

Workforce Equity Strategic Plan (WESP)

Local 88 has signed on to a letter with several Employee Resource Groups (ERGs) that was sent to County leadership expressing our concerns regarding the WESP 2.0 Implementation process. The letter specifically called out six concerns: Underrepresentation of Non-Management and Union Employees, Lack of Transparency and Communication, Inequitable Treatment of ERGs, Burden on ERGs, Implementing Recommendations Created Without Our Input, and Lack of Acknowledgement of Union Concerns.

The request is for county leadership to take immediate action to rectify these issues and ensure a more inclusive, transparent, and equitable WESP 2.0 implementation process. The union, in cooperation with the ERGs, is committed to working collaboratively with County leadership to achieve this goal, and we believe that meaningful change is necessary to ensure the success of the WESP and the well-being of our entire workforce. However, union leadership has repeatedly brought up the lack of union and represented staff in the WESP 2.0 process, committee, product and implementation team make up. We have asked for changes in the representation that remains majority management even though represented staff are 80% of the workforce. We have made it clear we expect real change and equity and are in talks with leadership but not currently participating in the implementation committee until we see progress.

Trauma in the Workplace Survey

You also should have received an AFSCME Local 88 Update email July 23 with the full update. The Trauma in the Workplace Survey was sent out to 2,800 Local 88 members on Feb. 1, 2024. As of July 1, 2024, 632 Local 88 members completed the survey. Safety is the single cross-cutting theme that has emerged from the Trauma in the Workplace Survey.

Trauma Reactions in Response to Workplace Violence

- 90.8% of 185 respondents report experiencing trauma reactions in response to incidents of workplace violence.
- 38.3% of 167 respondents reported that they had to take time off due to the trauma reactions in response to incidents of workplace violence, and most were forced to use their own sick/vacation time.
- 81% of 168 respondents reported that their work performance was negatively impacted by their traumatic reactions.

- 174% of 161 respondents reported that they were disciplined due to work performance issues directly impacted by trauma reactions.

Bullying, Microaggression, Othering, Disrespect and/or Retaliatory Behavior

- 54.5% of 598 respondents report experiencing bullying, microaggression, othering, disrespect and/or retaliatory behavior in the workplace.
- 18.6% of 323 respondents report experiencing weekly incidents of this type of workplace violence, while 14.9% of respondents report experiencing monthly incidents.
- 43.8% of respondents report that they have experienced this behavior with Multnomah County Supervisors.
- 34% of respondents report that they have experienced this behavior with Multnomah County Managers.
- 16% of respondents report experiencing this behavior with Multnomah County Leadership. These results are evidence of toxic workplace environments across Multnomah County.

Taking Action

- **Trauma in the Workplace Committee**
The committee has monthly meetings to set goals about how to address the needs expressed by many of you in your survey responses.
- **Trauma Response Teams** We have successfully advocated for Employee Lead Trauma Response Teams to provide support to employees experiencing trauma in the workplace. We are looking for employees who are interested in joining this effort.
- **Trauma Employee Relations Group**
We have received the go ahead to submit a charter to establish a Multnomah County Wide Trauma ERG. This ERG will focus upon providing employee driven trauma support services, advocacy and education.

Get Involved

We need your continued support, involvement and participation in these efforts. Please contact Rachel O'Rourke and Alice Busch at healtrauma@afscmelocal88.org or 971-563-3051 for more information about how to get involved.