

THIS PAGE IS THE OFFICIAL PUBLICATION OF



525 NE OREGON ST., PORTLAND, OR 97232

503-239-9858 | WWW.AFSCMELOCAL88.ORG

## UPCOMING MEETINGS

### GENERAL MEMBERSHIP

Wednesday, Sept. 18 at 6:15 p.m.

Register at [afscmelocal88.org](http://afscmelocal88.org)

### EXECUTIVE BOARD

Wednesday, Sept. 4 at 6:15 p.m.

Any member may attend as a non-voting visitor.

# Bargaining is coming!

BY CHRISTOPHER JOHNSON AND BRIAN DUNNAVILLE  
OREGON AFSCME STAFF REPS

We are getting ready to bargain for a fair and equitable contract! Our union has begun the critical process to negotiate over the issues most important to our members, including: wages, benefits, workplace safety, job security, and other employment-related matters.

As a union, we will use our contract bargaining process as a vital tool for building solidarity and power among

union members. We will build our union's strength and foster a sense of community and shared purpose among our membership.

We have a plan to win, and it starts with member involvement. We will soon be distributing our union bargaining survey. The bargaining survey is an important tool for us to use in determining our bargaining issues. It is critical that all members fill out the survey. Our union is committed to a transparent bargaining process that offers many ways for member engagement, including:

- **The Member Action Team (MAT)** To help distribute information, mobilize members, and organize actions, sign up on our website at [afscmelocal88.org](http://afscmelocal88.org)
- **The Bargaining Delegation** Participate in helping to develop our bargaining priorities
- **The Bargaining "Table Team"** Elected from the Bargaining Delegation, this is the group that will finalize proposals and meet with County leadership to negotiate our contract.

In the coming weeks, we will provide more information on how to become involved in these groups. Our collective power is our union's greatest asset. When we participate in the bargaining process, we demonstrate a unified front,

leading to more favorable outcomes. This collective power is not only crucial for achieving immediate bargaining goals but also for sustaining long-term strength and resilience of our union.

Engaging in contract bargaining is an opportunity for all of us to actively participate in shaping our work environment and securing our future. It is a call to action for us to get involved, stay informed, and support each other throughout the process. When we stand together, we send a powerful message to employers that we are organized, determined, and ready to take collective action to achieve our goals.

## UNION TERMINOLOGY

# 'Lost time'

## What does it mean?

Time that the union reimburses the County for members attending a union sponsored function during work hours (that does not include meetings with management/HR or regular steward duties). Steward training is usually compensated if you go during regularly scheduled working hours. You will be paid and accrue all benefits by the County just as if you are at work but will code your time as Union Leave Reimbursable. Lost Time payments generally must be approved by the membership at a regular membership meeting via a motion and vote. If included in the annual budget, steward training may be considered automatic union reimbursable time. The Lost Time Request process must be followed and can be found on the website.

## Get ready for Ranked Choice Voting

City of Portland voters will begin to use Ranked Choice Voting (RCV) for all elected city offices in the November 2024 election. Voters approved measures in November 2022 to require use of RCV for City of Portland and Multnomah County candidate contests. Multnomah County contests will be decided using RCV starting in November 2026. City and County officials have been preparing voters for months, including voter education efforts and mock elections designed to allow voters to experience the new method. Instead of choosing only one candidate, RCV allows voters to rank candidates in order of preference. Single-winner RCV is designed to elect one candidate with 50% plus 1 of the total votes. This will be used for Portland mayor and auditor races this November and for County Commission seats in November 2026. To learn more, watch this video: [youtube.com/watch?v=kfzZEqmtX8Q](https://youtube.com/watch?v=kfzZEqmtX8Q)



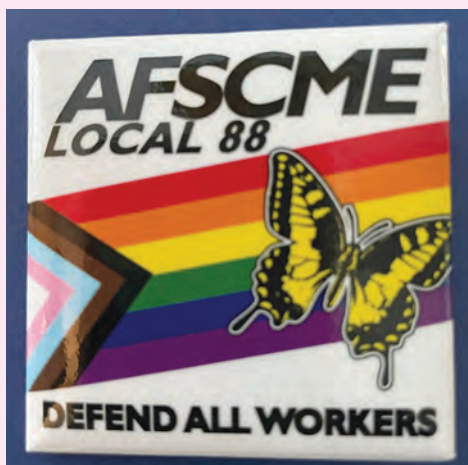
Bring your AFSCME Local 88 family & friends for a day of outdoor fun (bounce house, games, face painting and playground), good food (grilled hamburgers, hotdogs, sides, drinks and ice cream/frozen treats, vegetarian and vegan options) and win prizes (gift cards, games, kid items)!

- **When:** Monday Sept. 2, 11 a.m. to 3 p.m.
- **Where:** Luuwit View Park, NE 127th Avenue and NE Fremont Street, Portland
- **Who:** Free for members and their guests! Not sure you are a member? Sign up at the picnic!
- **Food:** Grilled hamburgers, hotdogs, sides, drinks and ice cream/frozen treats (vegetarian and vegan options)
- **Activities:** Bounce house, fun games for kids and adults, facepainting and playground
- **Win prizes:** gift cards, games, kid items and surprise items!

Join us for fun, food and solidarity!

## Show your pride!

AFSCME Local 88 Pride buttons are available. Email [88cabinet@afscmelocal88.org](mailto:88cabinet@afscmelocal88.org) to get yours.



## Steward training

Oregon AFSCME offers a series of mostly online steward/member training starting in September. Topics include: Introductory Steward Training, Your Contract Training, Filing

a Grievance Training, Investigatory Meetings Training, Beyond Bias Training (in person), and Equal Employment Opportunity Training. For more information and to sign up, visit [oregonafscme.org/trainings](http://oregonafscme.org/trainings)