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## UPCOMING MEETINGS

**GENERAL MEMBERSHIP**  
**Wednesday, Nov. 20 at 6:15 p.m.**  
Meetings are conducted virtually.  
Register at [afscmelocal88.org](http://afscmelocal88.org)

**EXECUTIVE BOARD**  
**Wednesday, Nov. 6 at 6:15 p.m.**  
Any member may attend as a non-voting visitor.

## Membership Outreach Training

As we head into bargaining, we want to increase our membership to have more power at the bargaining table. As members, we can all work on this together to make our union as strong as possible. We have set a goal of 88% membership since we are Local 88, and are looking for interested members to help us get there!

- We are building a member outreach plan, and part of it is to train interested members in how to do membership outreach. We are excited to get started and are developing an incentive program to thank people for volunteering.
- If you are interested and want to contribute to us having the strongest union possible, please sign up for the training!
- We are providing a membership outreach organizing training on Nov. 9 from 9 a.m. to 12 noon. Sign up @ [bit.ly/4hbmua](http://bit.ly/4hbmua)

## 2025 Bargaining Update

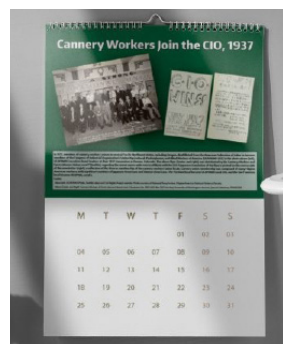
The bargaining delegation has met twice and is hard at work determining our union's bargaining priorities. The delegation has been reviewing our bargaining survey data and discussing known ongoing issues to best determine our union's critical issues to be addressed through the bargaining process.

- If you want to get involved, join the MAT (Member Action Team)! This team is made up of members, stewards, E-board members, and officers who provide a crucial communication link between members and the bargaining team. They share updates on how bargaining is going, bargaining challenges, and bargaining successes and get member feedback. They are also called when needed to launch workplace actions. These often start as "wear green on a certain day (typically bargaining days)," "wear a sticker or button in support of the team," or "use a union background for your virtual or hybrid meetings," and can escalate to petition gathering, rallies, or other workplace actions. They also do member outreach and sign up new members.
- To get bargaining updates or join the MAT, visit the 2025 Bargaining Update page of our website at [afscmelocal88.org](http://afscmelocal88.org)

## 2024 Personnel Rules Changes

Speaking of bargaining, we are doing a joint demand to bargain over Multnomah County's proposed personnel rules changes. We are bargaining with members from other unions who also work for the County: IBEW Local 48 (electricians) and IUOE Local 701 (engineers). We have finalized what we are bargaining for, have our team set and we met with the county's labor relations for our first joint session in early October. Some successes have already occurred.

## Labor History Calendars



Let us know if you are interested in a Local 88-branded 2025 Pacific Northwest Labor History Association wall calendar. Each year the calendar commemorates various historical labor movement events. Members can receive one free calendar, which includes dozens of historical pictures as well as local union charter dates and major labor events. If you would like one, please contact our union secretary, Grant Swanson, at: [secretary@afscmelocal88.org](mailto:secretary@afscmelocal88.org)

## Member Profile

Periodically we profile members of AFSCME Local 88 who share aspects of their personal, work, and union life so you can learn their story. For this profile, we invite you to get to know Jordana Sardo, long-time county employee and union activist.



I was lucky enough to have some amazing experiences supporting organized labor. I helped organize a union at Harry's Mother (part of Janus Youth Programs), was fired for union organizing, and was reinstated after a community petition campaign. I was part of negotiating and renegotiating contracts for the workers at Harry's Mother. I'm motivated by workers recognizing our power to change this world. In addition to organizing unions and collectively improving our working conditions, workers have the power to throw out capitalism and replace it with a system that utilizes all this incredible technology and abundance for all. I think that system is democratic socialism and I welcome conversations about how we get there. Being a union

member means engaging in the taffy-pull for respect, a high quality life, and recognizing that when unions win, everybody else does too. One big step would be for organized labor to form a labor party. Working folks need our own political party, since big business already has two.

I'm currently on the Executive Committee of Local 88. I love being a shop steward and working with members on grievances. I have what feels like a lot of them but I'm blessed to work with members to improve their work situations. I'm planning to work as a bargaining delegate. I'm very enthusiastic to share bargaining updates with members. I've also spent the last two years working with the National Mobilization for Reproductive Justice, particularly around a letter campaign urging the AFL-CIO and President Liz Shuler to call for a national emergency labor conference in defense of reproductive justice. We gathered signatures from across the country from labor supporters, labor unionists, locals, state AFL-CIO bodies, and labor conventions. In June, on the second anniversary of the Dobbs decision, I was part of a press conference that presented over 600 pages of signed letters to Shuler at the AFL-CIO office in Washington, D.C. Getting organized labor engaged in this fight is critical to winning full reproductive health care for all people who can get pregnant, especially Black women in the country, who have a devastating rate of maternal mortality.

**If you are interested in sharing your story or if you know someone who would make an interesting profile, please fill out our Member Profile Form @ [bit.ly/3zYiU5q](http://bit.ly/3zYiU5q)**

## Short Term Volunteer Opportunity

- We need volunteers to help update our union policies and constitution
- Policy and Constitution updating meeting Nov. 14, 5-7 PM (email [88cabinet@afscmelocal88.org](mailto:88cabinet@afscmelocal88.org) if you want to attend)

## Please VOTE!

Dear Local 88 members, If you have not voted, please get your ballots in by the November 5 deadline! Local 88 has endorsed Meghan Moyer and Shannon Singleton for county commissioners in District 1 and 2 respectively. Our Local 189 siblings have endorsed candidates for City Council on their website: [afscme189.com](http://afscme189.com). And for Oregon AFSCME endorsements on statewide candidates and measures, please go to the Oregon AFSCME Voter Guide at [politicalaction.oregonafscme.org/2024-voter-guide](http://politicalaction.oregonafscme.org/2024-voter-guide)