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UPCOMING MEETINGS

GENERAL MEMBERSHIP

There is no General Membership meeting this month (December), per constitution.

EXECUTIVE BOARD

Wednesday, Jan. 8 at 6:15 p.m.
Sign up to attend on our website at afscmelocal88.org

Membership Outreach Training

NEW DATE: Jan. 11 2025, 9 a.m.-1 p.m., at the Union Hall, 525 NE Oregon St., Portland

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. 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. Please go to the AFSCME Local 88 website at afscmelocal88.org to sign up!

Steward Training

Are you currently a steward? New, experienced, or lead, every steward needs to attend this two-day training put on by your AFSCME Local 88 staff reps. There will be something for everyone, even our most experienced stewards. Brush up on the basics and delve into interesting cases and scenarios to build your knowledge and skills as a steward. Learn how to best support your colleagues, protect the contract, and build solidarity within your union.

The training will take place Friday and Saturday, Jan. 24- 25, from 9 a.m. to 4 p.m. at the Portland AFSCME Office, 525 NE Oregon Street. Stewards will receive lost time pay from Local 88 for any training that falls on scheduled work time, and food will be provided. Visit our website at afscmelocal88.org for more information. We are excited to share this training and support our stewards! Stewards are the heart of our union!



Our endorsed candidates, Meghan Moyer and Shannon Singleton, both won their races! We look forward to working with them as new county commissioners.

Multnomah County Bargaining

Our bargaining team consists of our president, eight members, and one AFSCME staff person.

Our bargaining team leads are AFSCME Local 88 President, Jackie Tate and Oregon AFSCME Program Manager, Christopher Johnson. The president is automatically a member of the team per the Local 88 constitution, and Chris serves as our lead negotiator.

Bargaining Team election results: All bargaining delegates were able to vote for up to eight candidates. Candidate statements were shared with the delegates to inform them on each one's department, race, gender, identities held and why they wanted to be on the bargaining team. The goal was to elect a diverse bargaining team tasked with representing all members at the bargaining table. The bargaining delegates elected were Grant Swanson, Library; Becky Lillie, DCA; Megan Gallagher, MCSO; E Dominguez, Health; Robin Davis, DCHS; Kristen Harbert, DCHS; Joey Jordan, Health; and Destinee Sanchez, JOHS. We also have two alternates: Imogen Fox, DCHS, and Kristian Williams, DCS.

Member Action Team

We need you!

Sign up at afscmelocal88.org to join the Member Action Team (MAT). Our ability to win a new contract does not depend entirely on the bargaining team. The power lies in you, the members. Your engagement, action and support are how we're going to win a fair contract. We will be sending out regular updates so you will know how things are going. The goal is to have a transparent process, and we hope that you will take opportunities to be a part of the process.

What is the MAT?

Simply put, a Member Action Team is a tool to communicate with members and mobilize members around issues they care

about. The communication is a two-way process, allowing union and bargaining leadership to relay important information to the members, and allowing members to send feedback and suggestions back to the leadership. When the decision is made to have a union action, MAT will ensure strong turnout and member participation for the event.

Help get the word out about the MAT

To download, print and post our new MAT flyer in your worksite, visit our website at afscmelocal88.org and click on "Print posters and flyers" for your worksite Local 88 bulletin board.



Meet Christopher "Chris" Johnson Oregon AFSCME Program Manager

Chris works with our local union and several others around the state and is helping to lead our 2025 contract bargaining. He will be assisting us with member engagement to build our union's power, and other projects. Prior to his current role, Chris worked as an Oregon AFSCME council rep for both public and private sector locals. Before coming to work for Oregon AFSCME, Chris was the organizing director for a local healthcare union, and a national representative for the American Federation of Teachers, with a focus on organizing new unions and bargaining first contracts. Chris got his start in the labor movement working as a firefighter for the Albany Fire Department. Chris grew up in Portland, where he lives with his family.

Member Profile: Ebony Klinger



Periodically we profile AFSCME Local 88 members 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 Ebony Klinger, longtime county employee and union activist.

Who are you and how did you get to where you are?

My name is Ebony Klinger. I'm originally from Bellevue, Washington, east of Seattle. I moved to Vancouver, Washington in 1999 with my husband Kevin and two young daughters, Ariel and Alysha. I became a dental hygienist in 2011 and wanted to do more for my community, so in 2016 I went to work for Multnomah County.

What motivates you to be active in our union? What does being a union member mean to you?

My godfather was very big in his union and talked about it often. I worked for a

corporation for 16 years, rarely missed work and rarely took any medical leave. Then, I got really sick and was out of work for a month. And within that month I lost all my benefits because someone pressed the wrong button. I was denied any care or benefits or pay from my disability even though it was all settled. If I had had a union, this would have never happened to me. It motivated me to leave the corporate world and it motivated me to play an integral part in making sure people got a fair shake and not be taken for granted, meaning fair labor rights and equitable working conditions. Being a union member means being a part of a large family that looks out for each other. I've been in the union now for eight years. I started out as a member and then a steward which eventually led me to being on the executive board and doing VMO work, which was a really great experience. I have met

some amazing people. I still have a lot to learn, but I'm willing to roll up my sleeves and do the work. I think everyone should get involved in the union. There is more to it than grievances and negotiations. It is really rewarding when you help someone to understand the contract language or organize a meet-and-greet. It takes all of us. Like a family, we are stronger together, and if we all work together they can't put us off. They have no choice but to listen.

What are you working on or what's coming up that you're looking forward to?

I'm looking forward to doing more for my AFSCME Local 88 family, becoming more involved in the day-to-day workings of our union. I'm currently doing market adjustment bargaining, and next year I'd love to learn contract negotiations. Personally, I'm about to celebrate my 50th birthday, and that's very exciting.