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UPCOMING MEETINGS

GENERAL MEMBERSHIP
Wednesday, April 16 at 6:15 p.m.
Register at afscmelocal88.org

EXECUTIVE BOARD
Wednesday, May 7 at 6:15 p.m.
Any member may attend as a non-voting visitor.

2025 Bargaining Day of Action



In lieu of bargaining on Thursday March 20, Bargaining and Member Action Team members hosted a day of action that included several listening sessions across County locations, in person and virtually. We are proud to say it was a huge success. Nearly 150 people came and hung out with us and shared their experiences. Events like this help us build stronger membership, a stronger voice, and a stronger position at the bargaining table! To review issues that came up that we are working on, visit the 2025 Bargaining page at afscmelocal88.org.

Our delegates to the 2025 state convention

Thank you to everyone who was nominated for the 2025 Oregon AFSCME State Convention May 1-4 in Bend! We appreciate all who accepted nominations for this opportunity to represent our union and are excited to see engaged members willing to take leadership roles in our union! The virtual election, held Feb. 27 to March 4, 2025, was to choose our delegates and alternate delegates. We will be taking a group of 11 from Local 88 consisting of our four officers, automatic delegates per our constitution — President Jackie Tate, Vice President Hilary Zust, Treasurer Cindy Sierra, and Secretary

Grant Swanson) — as well as the following elected Local 88 delegates in order of votes received:

1. Percy Winters Jr
2. Imogen Fox
3. Jordana Sardo
4. Megan Gallagher
5. E Dominguez
6. Manuel Arellano
7. Ebony Klinger

Advanced Steward Training April 10

While we strongly recommend participants attend this training in person, we recognize that some participants may not have the flexibility to do so. For that reason, we are offering this training in a hybrid model. The in-person session will be held

Thursday, April 10, 2025, 10 a.m. to 2 p.m. at AFSCME's Portland office, 525 NE Oregon St. Advanced Steward Training will cover more complex topics for seasoned stewards. Sign up at bit.ly/41SYFQB

Topics will include:

- **Grievance & Arbitration:** ERB Decisions, Citing Case Law, Evidence & Exhibits, Witness Prep
- **Guidance in alternate complaint forums such as:** EEOC, BOLI, Workers Compensation, Requesting Disability Accommodations, Requesting Religious Accommodations, and Requests (and Responses) for Information

For a list of other available trainings go to: oregonafscme.org/trainings

Potential Multnomah County Layoffs: Know Your Rights

While the County has provided early notifications of layoffs, final decisions depend on many factors, and the budget often changes throughout the process. If you are informed that you may be impacted by a layoff, know your rights! Under our collective bargaining agreement (CBA), layoffs are governed by Article 21, which outlines the process, including notification

timelines, bumping rights, and recall procedures. As you may know, we are advocating against layoffs and program cuts. For more on how we are advocating for impacted workers and how you too can advocate, visit our website at afscmelocal88.org. Meanwhile we encourage you to:

- **Stay informed.** The budget process is fluid, and layoffs are not certain

until the final budget is approved on July 1. Review Article 21 in the CBA and the layoff flow chart on the Potential Layoffs & Know Your Rights page of our website at afscmelocal88.org

- **Seek Support.** For guidance on your options, including potential alternatives, contact a steward. For a list of stewards visit the Get Assistance page of our website at afscmelocal88.org.
- **Stay In Touch.** Your union is here to support you through this process. Please don't hesitate to email us with any questions or concerns at 88cabinet@afscmelocal88.org.

Member Spotlight

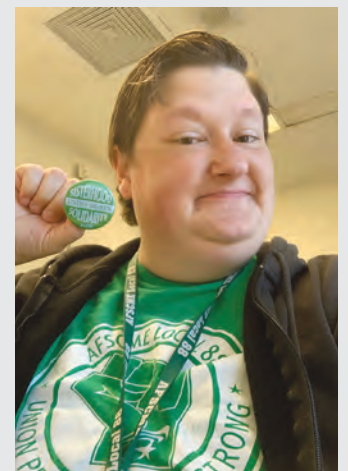
Periodically we profile members of AFSCME Local 88 who share aspects of their personal, work, and union life so you can learn their story. For this profile, we invite you to get to know Megan Gallagher, Local 88 Executive Board member, lead steward and corrections counselor at the Multnomah County Detention Center.

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

I am originally from Lansing, Michigan, and grew up in United Auto Workers country with parents that were both public employees for over 30 years. In Michigan, we were taught about labor history in elementary school and were raised in communities where unions were a vital part of the community. I attended college at Michigan State University and after college, I moved to Detroit, Michigan and worked at Teamsters for a Democratic Union. I moved to Portland in 2009 and have worked at various treatment centers and non-profits in the city. I was hired as a corrections counselor with the Department of Community Justice almost 10 years ago and immediately joined the union. In 2019, I was bumped into a position at the Multnomah County Sheriff's Office due to layoffs. I currently live in Portland with my wife, two young daughters, a cat, a dog, and my oldest daughter's ball python. My youngest daughter is autistic, and having a child with disabilities has taught me so much and continues to shape me as an activist and as a human being. In my spare time, I like to bake, take road trips, swim, play pinball, do jigsaw puzzles, go to punk shows, and watch British crime dramas on TV.

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

Being a union member means being a part of a community and working together to collectively make our workplaces and communities better. I choose to take an



active role in our union because it's another way that I can be of service to my community and improve the lives of those I care about. I am admittedly a huge union nerd and love almost all things union-related. To me, being a union member is about being responsible for working toward the common good and putting the needs of the community ahead of your own. I am proud to be a lead steward, Executive Board Member, and to have been able to represent our local at the bargaining table and at both the Oregon AFSCME Convention as well as the International Convention. I genuinely love being of service and working together with others to improve our community, and being active in my union helps me do that.

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

I am always looking forward to the Labor Notes conference, but that's a ways off. I am also excited for bargaining to fully start and to see what kinds of things we can win at the bargaining table this year. I also recently gave public testimony on a bill that I worked on with a state senator that would improve the transition from early childhood special education to kindergarten for kids with disabilities. I am really excited to see where the bill goes and to continue taking action to make the world better for my kiddos.