



OREGON AFSCME

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Craig Cowan
Sr. Labor Relations Mgr.
Dept. of Admin. Services
155 Cottage St. NE
Salem, OR 97301

October 06, 2011

Re: Formal notice of a Demand to Bargain pursuant to ORS 243.698.

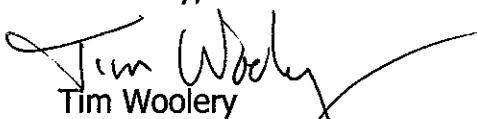
Dear Craig:

Please receive this letter as formal notice of our Demand to Bargain over the methods, manners, and plan designs of the Public Employee Benefit Boards – 'Health Engagement Model' and other purported changes. This includes but is not limited to, any financial impacts such as: deductibles, increased co-pays, reduced procedures and surcharges. Additionally, the apparent intention of the State of Oregon to be complicit with PEBB regarding imposing surcharge penalties, agreeing to implement discriminatory practices and/or other punitive garnishments to employee wages thru deductions that have not been bargained. The union presents you with this demand to bargain over these and related mandatory subjects of these topics and/or the impacts of these changes to the wages, benefits and working conditions of both the AFSCME Security and the AFSCME Security Plus bargaining units.

The union also asserts that our understanding of details of the 'HEM' continues to evolve due to the lack of formal notice by the State of Oregon to the union of any specifics. We have been hampered by relying upon rumor, conjecture, media and/or limited – at times conflicting - information from PEBB rather than official notice.

Oregon AFSCME Council 75 demands to bargain over these dramatic changes and requests a cease and desist order or directive to maintain status quo until completion of this process. I would appreciate your cooperation in providing belated formal notice of the Employer's intentions in this matter as well as any information & by what authority it may have been deemed proper. Finally, please advise me if you have any questions and inform me of potential dates you are available to arrange our schedules.

Sincerely,


Tim Woolery
Council Representative
Oregon AFSCME Council 75

cc: Union File, Jason Weyand, Security Presidents/bargaining team, Security Plus Presidents/bargaining team, Greg Schneider, Ken Allen
Kim Brockamp, John Nees