

October 2010

AFSCME Local 3336

<http://www.afscme3336.org>

MONTHLY NEWSLETTER



Next Members Meeting

Main Agenda Item: PERS, Mary Botkin
Date: Tuesday, October 26, 2010
Time: Noon to 1:00 PM
Place: HQ, EQC-A
Call-In #: Call In Number: 1-800-610-4500;
Participant Access Code: 214451

In This Issue

- ✚ **Political Campaigning Opportunities**
- ✚ **DEQ Grievances and Other Contractual and Personnel Issues**
- ✚ **Trade Agreement with Korea**
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Message from our President, William Brown

Political Campaigning Opportunities.

This is an important campaign year for all members to help out. Eva Rippeteau of AFSCME 75 has provided the following political canvassing and phone bank opportunities. She said to let the AFSCME or other offices know you are coming ahead of time. Dinner is always provided, but they will need a heads up about any dietary restrictions. In addition, you can call from home! Thanks for your help on this important campaign season.

Portland AFSCME Office - 503-239-9858

Phone banks

Monday – Thursday 5:30- 9pm Dinner provided
6025 NE Burnside
Sunday 11am – 7pm

Canvassing

Most Saturdays
Call the Portland office and ask for Emily or Eva for details.

Salem AFSCME Office - (503) 370-2522

Phone banks

Starting 10/4 5:30 – 9pm Dinner provided
1400 Tandem Avenue NE Salem, OR 97301

Canvassing

With the Kitzhaber & Schrader camps on Saturdays and Sundays
250 Liberty St SE Salem, Oregon, OR 97301
(503) 780-7403.

Please tell them you are from AFSCME! (We get “credit” and bragging rights. Let us know if you need an AFSCME for Kitzhaber shirt.)

Eugene AFSCME Office - (541) 726-7774 or (800) 922-7392

Phone banks

Still being set up – If YOU would like to help run the phone bank there, please call Joe at the Portland office 503-239-9858
688 Charnelton, Eugene, OR 97401

Canvassing

With the Kitzhaber & Schrader camps on Saturdays and Sundays
488 Lincoln Street Eugene, OR 97401 (541) 357-9251– Please tell them you are from AFSCME! We get “credit” and bragging rights. Let us know if you need an AFSCME for Kitzhaber shirt.

Making Calls from home!

No time to get to another office but have a spare 30-60 minutes to make some calls from home? Call or email Eva to find out how! 503-239-9858, eva@oregonafscme.com.

Directly Volunteer with the Kitzhaber Campaign

As always, you can go to any Kitzhaber Campaign office to help. If you do that, please tell them you are from AFSCME! We get “credit” and bragging rights. Let us know if you need an AFSCME for Kitzhaber shirt.

Portland:

3016 SE Division
Portland, OR 97202
(503) 206-5960

Eugene:

488 Lincoln Street
Eugene, OR 97401
(541) 357-9251

Salem:

250 Liberty St SE Salem
Oregon, OR 97301
(503) 780-7403

Medford:

Coordinated Campaign
Office
40 S. Central Avenue
Medford, OR 97501
(541) 858-1050

Bend:

Coordinated Campaign
Office
09 NW Wall Street
Bend, OR 97701
(541) 693-8620

Corvallis:

Coordinated Campaign
Office
116 SW 4th St.
Corvallis, OR 97330
(541) 752-4848

Oregon City:

Coordinated Campaign
Office
609 Main Street
Oregon City, OR 97045
(503) 655-4694

Message from Our Union Staff, Issa Simpson

DEQ Grievances and Other Contractual and Personnel Issues.

Greetings Members:

Once again, I start this message with a huge thanks to all of you for making your local work! As a whole, you are a smart group who expect to be treated fairly and professionally in the workplace and most importantly, with the courage to stand up and work to that end.

We have started to see some changes in the manner DEQ’s Human Resources Department deals with grievances and other contractual and personnel issues we bring forward. In the past 10 years, it has been difficult to resolve our concerns without taking them either to the DAS level for review or to arbitration. Recently, the Agency has agreed that several actions they proposed to take or had taken were not contractually or legally appropriate.

For instance, the Agency identified positions

they believed had been misallocated to non-exempt status (hourly instead of salaried) and therefore sought back overtime payments from the employees. The Union could find no precedent for such an action and did not believe it was legally sound. After quite a bit of negotiation, Human Resources agreed that seeking reimbursement from the employees is improper. This saved thousands of dollars in compensation for our members. It also signaled willingness by the Agency to sit down, listen, discuss, and review their position. Please note that employees who are owed overtime by the Agency either due to “working off the clock” or a misallocation to a salaried position (exempt) instead of an hourly (non-exempt) position **are** entitled to back wages. This is one of those areas where it just does not work both ways.

Stewards' Corner, Regina Cutler

Assistance and Advocacy for our ADA-eligible colleagues; A New Frontier in Stewardship.

In an innovative effort that goes above and beyond the standard steward role, DEQ stewards and our AFSCME staff representative have been working diligently this past year with a number of represented staff to ensure that DEQ engages in an employee-friendly, robust, and collaborative process under the federal Americans with Disabilities Act (ADA). This is the process that determines eligibility for and selection of reasonable accommodations for short and long-term disabilities, with the goal of enabling disabled workers to lead full and rewarding work-lives.

Accommodations sought in these cases include flexible work schedules, telecommute

agreements, dedicated interpretive services, use of mechanical lifting aids and job restructuring, among other creative solutions.

Federal guidelines and mediation services from the Equal Employment Opportunity Council have been invaluable, as has the leadership and significant time invested by stewards Karen Williams, Mike Moullet, Executive Board member Bruce Scherzinger, and Issa Simpson. Karen Williams attended AFSCME-sponsored training on the ADA and Family Medical Leave Act (FMLA) this past year and Issa Simpson has consulted regularly with AFSCME's legal counsel to guide this effort. Many thanks for their tireless contributions!

Current Hot Issues, Karen Williams

Trade Agreement with Korea.

You may be wondering why some people think a trade agreement with Korea matters to workers here at DEQ. Well, because free trade is a model that sends jobs out of Oregon and when fewer people work in Oregon, fewer people pay income tax, and those taxes fund about 25% of our agency's work.

Free trade deals have cost Oregon more than 10,000 jobs just in this past year, according to the Bureau of Labor Statistics. In addition, the Korea Free Trade deal, negotiated during the Bush Administration, is massive – the biggest trade deal since NAFTA. A second link to DEQ is the potential for weakening environmental protections. The deal would allow Korean companies, including those in Oregon, to challenge our environmental and land use laws – with international tribunals deciding the outcome. The agreement also required South Korea to weaken its auto emission standards – these weaker standards would trump our state

standards. Finally, this deal also deregulates financial institutions – utter craziness in these times.

Our senator, Ron Wyden, is perhaps the most important person that will decide the fate of this agreement – he is the chair of the Senate Subcommittee on international Trade. He can move the agreement forward or send it back for a rewrite. October, when Wyden is running for office, is a perfect time to call his office and tell a staffer what you think of this deal. **Please call 503-326-7525** and tell Wyden you oppose the Korea Free trade agreement and you want him to fight for a new model for international trade.