



Dear Members and Friends,

It's hard to believe, but it is bargaining time again. It's the time every two years when we jointly create a new contract with our agency and the State of Oregon. First, I'd like to thank our local table bargaining team: Henning Larson (NWR), Shane Willis (VIP), Lisa McGregor (Eugene), Rick Rother (lab), and Karen Williams (NWR). Jim Glass from our Salem office is our representative at central table. Our AFSCME staff representative, Tyler Woodard, represents us at local table and has resources to aid us in bargaining.

Through our new contract we are trying to improve policies that affect us every day at work: fair pay, health and safety, health care and other benefits, pensions, hours, leave, education and training, work schedules, performance reviews, and so on. The bargaining team wants to know what each member needs so they can really represent us. There survey lets the team know our priorities.

<http://www.surveymonkey.com/s/S2KSDGQ>. Please complete it before January 28th. The first page is about central table and the second page is local table questions.

Bargaining has already begun at central table where we negotiate with Oregon Department of Administrative Services (DAS). The next meetings are January 30th and February 6th. Local table meetings begin in early February.

Next, thanks to the helpers on our Member Action Team (MAT). The person who delivered this newsletter to you is probably a member of the MAT. These are the people who have volunteered to keep you updated with news and actions about bargaining. We still need some more MAT members, particularly on the 5th, 7th and 8th floors at HQ, at the Lab, and at the Vehicle Inspection Tech Center, so if you are willing to distribute t-shirts, balloons, and newsletters, contact me (Rebecca Jacobsen). All MAT members are deeply valued.

There are a few changes to your executive board I need to let you know about. Our former treasurer, Mary Clair, has taken a position at another agency and so has left our local. At our last executive board meeting we appointed Bill Brown to the treasurer position. He has served as treasurer in the past and has already completed the financial standards training.

Bill resigned his former position as second vice president, and I was appointed to that position. The duties of the second vice president include communicating with the members, and I am honored to have the trust of the board in this important task. I have resigned the at-large position I had been occupying. You could call this 'musical chairs.' If you are interested in being appointed to the open at-large board position, please contact Karen Williams (our local President (503) 229 – 6254 or (503) 720 – 8925 cell/text.) The position requests that you attend executive board meetings once per month and participate in running our union local. The term lasts until our next elections in October. 2015

All our members are an important support for the bargaining team. Whenever you show solidarity by wearing an AFSCME t-shirt, putting up a green balloon, taking a break with other members en masse, or signing a petition you are letting DAS and DEQ management know that we are serious about being treated fairly and with respect. If we work together we can gain what our members and friends need to be supported and successful in their jobs and lives.

I will close by saying how fortunate I feel to spend my work days supporting people who work to keep our environment clean and healthy. This should give us all a sense of purpose in our work. Purpose is one of the three legs of the happiness-at-work stool. The other two are Autonomy and Mastery. Our union gives us the opportunity to control our work environment (autonomy) and bargaining gives us the means to get the training we need from our agency to do our jobs better (mastery). I appreciate working with so many dedicated people who are actively involved in improving our great workplace. I want to thank each of our board members and our AMAZING negotiating team, all of whom work above and beyond normal expectations to make DEQ such a wonderful place.

Sincerely,
Rebecca Jacobsen
Second Vice President, AFSCME Local 3336
rjacobsen0@gmail.com

Calendar

January 21 – General Membership Meeting. Nomination of Delegates for Oregon AFSCME State Convention

January 22 – MAT Training 7pm, AFSCME Labor Center, 6025 E. Burnside and via Web. Sign up by e-mailing: twoodard@oregonafscme.com

January 28 – Complete bargaining survey before this date at <http://www.surveymonkey.com/s/S2KSDGQ>

January 30 and 31 – *Know Your Rights!* AFSCME Steward Training, 6025 E. Burnside. Sign up by e-mailing: jpotter@oregonafscme.com.

January 30 – Central Table Bargaining – wear your AFSCME T-shirt!

February 3 – Local Table Bargaining– wear your AFSCME T-shirt

February 6 – Central Table Bargaining– wear your AFSCME T-shirt!

February 11 – *11 a.m.* Rally at the Capitol Steps in Salem to support Health Care for All Oregon. Sign up for buses leaving from metro area and learn more at: www.hcao.org.

February 23 – General Membership Meeting, Election of Delegates for Oregon AFSCME State Convention.

February 26 and March 3 – AFSCME Lobby Days. Join AFSCME co-workers to let legislators know about the important work we do. Contact: Tyler Woodard at twoodard@oregonafscme.com.

April 24 – 26 – Oregon AFSCME State Convention, Salem.

Member Action Team Training

On Thurs. Jan 22 at 7-9 p.m. there will be web-accessible training for MAT members through your home computer and taking place at the Portland AFSCME office, 6025 E. Burnside. If you want to join the MAT team and training, contact Tyler Woodard, our staff representative, twoodard@oregonafscme.com. We still have need of more members to help get the word out about what's happening at bargaining.

What do Dues do?

Since our Local Executive Board is developing our 2015 budget to present to the membership in February, we thought this a good time to remind members how their dues are used. Dues, or a “fair-share payment” for non-members, that represented staff currently contribute equates to 1.27% of monthly salary. Often, members ask, “What does the union do with all that money?” Fair question. Our local union is entirely volunteer run. Local expenses (5% to 15% of dues paid, depending on a member's salary) include training, food, website fees, printing, travel, mailing, legal fees and anything else you see in the Local's 2014 budget (posted here: www.afscme3336.org, under Financial Reports). About 60% of dues fund the operations of our state Council 75, Oregon AFSCME. Council 75 is also governed by a volunteer, elected Executive Board (in session three times per year) and an elected Executive Committee that meets monthly. Executive Committee members do receive small monthly stipends. But much day-to-day work is done by paid staff: staff representatives, organizers, accountants, lobbyists, and a management team led by our Executive Director, Ken Allen. About \$4.00 of a member's dues each month contributes to dedicated funds approved by member delegates at state conventions. Those dedicated funds support media and public relations, scholarships, training, travel, AFSCME owned buildings, and political work, including ballot measures and voter education. Finally, about 25% of an average member's dues each month goes to International AFSCME to fund services that come back to state councils such as research, training, legal assistance, political action, and grants. Please feel free to ask questions about your dues to your President, Karen Williams or Treasurer, Bill Brown.

