



**Become a Steward, Build Valuable Professional Skills,
Learn your Contract - Find your Voice**

Your Union is seeking hard-working, broad-minded, thoughtful individuals who believe that having a contract with our employer builds job satisfaction, promotes work-life balance, and heightens the quality of the work we do for the public.

Training to be a union steward builds skills in writing, speaking, negotiating, discernment and interpretation, useful in your career as well as your union. The next skill-building workshops are:

1. Portland on March 6 and 7 at the AFSCME office, 6025 E. Burnside.
2. Pendleton on March 7 and 8 at the AFSCME office, 308 SW Dorion.
3. Salem on April 4 and 5 at the AFSCME office, 1400 Tandem NE.

Please get in contact with Rick Rother (Chief Steward), Tyler Woodard (staff representative: twoodard@oregonafscme.com), or Bill Brown with questions about the training or steward responsibilities, in general.

Calendar

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.

March 6&7 – Sills Workshop in Portland 6025 E. Burnside.

March 7&8 – Sills Workshop in Pendleton 308 SW Dorion.

March 9 – Local Table Bargaining– wear your AFSCME T-shirt! Everyone is invited to attend on personal time.

Bargaining is 9am – 5pm at 6025 E. Burnside.

April 4&5 – Sills Workshop in Salem 1400 Tandem NE.

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

Know Your Rights: You benefit from the Federal Family Medical Leave Act of 1993 (FMLA)

Bill Brown

The Federal Family Medical Leave Act of 1993 helps us balance the demands of the workplace with the needs of our families. It helps us maintain the stability and economic security of our families, and promotes the national interest in preserving family integrity. You can take unpaid FMLA leave for:

1. The birth of a child and to care for that child;
2. The placement of a child with the employee for adoption or foster care;
3. Your own serious health condition;
4. A family member's serious health condition. Spouse, child, or parent. In 2014 the U.S. Dept. of Labor published a Notice of Proposed Rulemaking to include same sex marriages in the definition of a spouse;
5. An urgent need related to spouse, son, daughter, or parent's active duty or impending call or order to active duty in the Armed Forces; or
6. Care for spouse, son daughter, parent, or next of kin service member with serious injury or illness.

For more information regarding FMLA leave see your DEQ Human Resources Office, U.S. Dept. of Labor Wage and Hour Division [www.doe.gov/whd/fmla] or the Oregon Bureau of Labor and Industries [www.oregon.gov/BOLI].

Your union stewards and representatives are also available to help you understand and exercise your rights under the FMLA. If you have questions, concerns, or problems regarding your rights under FMLA, do not hesitate to contact a Local 3336 officer or steward or our AFSCME Council 75 Business Representative Tyler Woodard [(Work) 503-239-9858 or (Cell) 503-035-6160].

We'll tell you more about FMLA and other federal and state leave laws in the next Local 3336 newsletter.

Low Carbon Fuel Standard

Kevin Downing

For the past five years, Cory Ann Wind, an air quality planner has been the lead staff person at DEQ in devising and implementing a key strategy to diversify the energy sources that Oregon uses and reduce the carbon intensity.

The low carbon fuel standard is a straightforward policy but a complicated program to develop and implement. It will draw on the best skills of DEQ staff. The policy first sets a long term goal – 10% reduction over 10 years – to reduce the carbon intensity of transportation fuels used in Oregon with a variety of compliance options, then establishes a tracking program to allow providers of clean fuels to generate and sell credits for the fuels they provide. Providers of traditional fuels can incorporate lower carbon fuels in their feedstocks or purchase credits. Importantly, the program monitors fuel supply and prices to manage and contain the overall costs of the program to consumers.

First authorized in 2009, Cory recently led the effort to secure approval by the Environmental Quality Commission for the rules to implement the program. The legislative authorization came with a sunset date of December 31, 2015. That will have to be rescinded for the program to proceed (Oregon Senate Bill 324). This will be debated during the 2015 legislative session under intense pressure from industries still committed to fossil fuels. Proceeding with clean fuels means that Oregonians can take their place alongside the citizens of California, Washington and British Columbia who are also moving forward with 21st century economies powered by clean fuels, a legacy that will make a difference for our children, their children's children and beyond.

45 Things You Can Do to Make Your UNION Strong

Eric Feeley

Whenever I am asked to explain what the UNION does for its members I take the opportunity to talk it up. I offer the obvious things like – your contract, standing up for member rights, and supporting and promoting pro-worker legislation. I recently worked on a Habitat for Humanity project. Not surprisingly, the future owners of the home I helped build did not come and ask the volunteers what we had done for them. No, they came to ask "how can we help?" As we continued to strengthen our UNION in the face of threats to our existence from upcoming Supreme Court decisions - I challenge you all to ask the question, "How can I help to make my UNION stronger?" Here are a few ideas. I'd bet you can come up with some of your own as well.

1. Meet your Steward.
2. Read your Contract.
3. Attend a UNION meeting.
4. Call, write or email your representative about an issue. Tell them you are an AFSCME member.
5. Get involved with the Member Action Team (MAT).
6. Speak up during a UNION meeting.
7. Wear your AFSCME Local 3336 t-shirt.
8. Fill out the bargaining survey.

9. Bring a friend/coworker to a UNION meeting.
10. Let people in the community know you are in a UNION and tell them why it is important to you.
11. Ask a non-member to become a member.
12. Participate in Solidarity Actions during bargaining.
13. Learn the difference between Central Table and Local Table bargaining. Ask a Steward if it is still unclear.
14. Write a letter to the Oregonian or any other newspaper and let them know you are a proud UNION member.
15. Get on your workplace safety committee.
16. Think big! Brainstorm ideas for what your UNION should advocate for this year. Share your ideas with the membership and with the UNION leadership.
17. Become a Steward.
18. Read the Local's newsletter.
19. Help write the Local's newsletter.
20. Help make your UNION bulletin board more informative and keep it updated.
21. Go to the Labor Day Picnic at Oaks Park or other picnics across the state. Bring your family!
22. Take action to support another Local during a strike, protest or solidarity action.
23. Run for and serve on the Executive Board.
24. Think of your UNION for a moment while you are enjoying your flex day. Remind yourself just how important your UNION is and how much power we have when we work together.
25. Attend an Oregon AFSCME Convention as a delegate.
26. Help draft a resolution to bring to a State or International Convention.
27. Get involved in the Blue Green Alliance.
28. Learn what the AFL-CIO is.
29. Meet and learn from people of other UNION Locals.
30. Attend a phone banking event to get out the vote.
31. Contribute to AFSCME PEOPLE (and take advantage of the \$50 per person political contribution credit on your Oregon State Tax return).
32. Read our Local's Constitution.
33. Visit the Local's website: www.afscme3336.org. You can find forums for discussion, meeting minutes, bargaining updates, financial reports, member directory, stewards' guides, event calendar and more.
34. Organize a UNION party, happy hour, game, or potluck.
35. Thank your Steward for their work. They are volunteers!
36. Ask your Local's Executive Board or your Steward how you can help.
37. Review the Local's monthly financial reports.
38. Help organize the Holiday Party.
39. Volunteer to be appointed to the Public Employees Benefit Board (PEBB) Member Advisory Committee.
40. Attend Lobby Days in Salem and tell your representative how they can make things better.
41. Attend a leadership class.
42. Attend a 'Jobs with Justice' event.
43. Learn who your AFSCME Staff Representative is.
44. Ask for good wages, safe workplaces, and benefits for all.
45. Vote!