



# AFSCME LOCAL 3336

## DEQ Union Newsletter

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## News from your Executive Board

Thank you for participating in our union! The executive board encourages action by all members. We ask for your involvement not only as bargaining begins but for continued participation throughout the year.

The purpose of this newsletter is to provide information to members of past and current union activities, suggest ways to participate, and offer solidarity among co-workers. You may learn valuable information during our next membership meeting that could affect your work: be proactive by participating in our organization!

What can you do to help as a member?

- ◆ Organize lunch or after-work happy hour events with members
- ◆ Attend the monthly membership meeting
- ◆ Volunteer as a board member
- ◆ Complete union steward or other training
- ◆ Respond to surveys and requests for feedback from your executive board or AFSCME staff
- ◆ Tell us what you want from your union!

## DAS Pay Equity Project

Last year, DEQ staff participated in a pay equity study to determine if workers were compensated fairly for their education and experience, as well as when compared to other staff with similar responsibilities.

Read more on the DAS pay equity website. If you were not notified of a pay equity adjustment but believe you should be compensated, you have a limited time to appeal the decision.

<https://www.oregon.gov/das/hr/pages/equity.aspx>

### JOIN THE NEXT MEMBERSHIP MEETING!

General Membership Meetings are held the third Wednesday of each month from 12:00 to 1:00 PM. Join your co-workers for lunch to listen in and participate during the meeting. Let an executive board member know your questions and concerns or ask to be included in the agenda before the meeting.

Call in Number: [1-800-567-5900](tel:1-800-567-5900) Access Code: 214451

Conference rooms are reserved in Portland area offices  
(confirm location in your office before each meeting)  
HQ/NWR: Rooms 601 & 710  
Lab: LEAD Conference Room

Agenda, minutes, and other information available on AFSCME website:  
<https://www.afscme3336.org:8383/index.cfm>

## AFSCME LOCAL 3336

### A letter from your Union President

Dear Union Family,

Your privacy as a Union represented employee has been violated by an anti-worker, anti-Union group funded by corporate interests and out of state billionaires. The Freedom Foundation (aka OptOutToday) has requested the names and work email addresses of you, me and all of our represented coworkers at DEQ. These requests have been going on for well over a year now and, as you may already know, by law, our agency has to provide the information that is requested.

What can you expect? They will likely email you at work. Once they have your names and emails they usually go on to buy your home addresses and send you flyers that insist that your Union is up to no good. They may also visit your home in person. We have gotten recent reports about home visits in Pendleton.

What do they want? Plain and simple they want to destroy our Union. They did it in Wisconsin and they are coming for us. They are playing the long game.

The Janus Supreme Court decision back in June was step one. They will continue to attack us in other ways including trying to undermine two important concepts that are key to Union strength at work: Exclusive representation and the [Duty of Fair Representation](#). Their idea is if they can split us up into a dozen different Unions or into smaller and smaller groups of represented and non-represented staff then they can reduce our bargaining power and reduce victories in the workplace and at the bargaining table for things like health care benefits, pensions, raises, etc.

What else do they want? They want us to keep talking about them and their attacks on working people, and their mailers full of half-truths, and they want us to believe that, they - the Freedom Foundation or OptOutToday or whatever new name they take on - are all about supporting you and the work that you do everyday. When we are talking about them we are not talking about how we can improve our workplace and make things better. They claim they are fighting to put your 1.27% dues payments back in your pocket. They want to make you think, "hey, my Union doesn't really need my dues to survive," or "my Union can do what it does without me." Well, I'm here to say that, no, we can't do what we do without your dues payments and without your high level of engagement. We can't do raising wages, affordable health care, respectful workplace, added holidays, inclement weather and so on without your engagement. Beyond those more easily measured things, how much is it worth to you to have a coworker stand up for your rights at work when those rights are being trampled? We can't do things like that effectively without your engagement, your membership and your financial support.

The Freedom Foundation's anti-Union attacks can discourage the activists and long-time volunteers who make this organization run. Most, if not all of our stewards, activists and board members got involved so that we could be there for each other in times of need. That includes supporting each other during a medical leave, reclassification appeal, workers comp situation, ADA accommodation, disciplinary case, discrimination claim, flex schedule appeal panel, recoupment of wages request, and many other fairness issues in the workplace. Our Union activists would much rather be talking to you about the next big bargaining proposal or how to get creative to address agency workload issues or the best way to counter a bullying boss.

Speaking of bullies, the "Freedom" Foundation has lobbied against PERS, opposed cost-of-living raises for public sector employees and has been trying to undermine any and all Union organization across the region. Don't be tricked by their well-financed staff, snappy slogans and crisp copy. These groups are trying to divide us and weaken our Union's ability to represent staff and bargain on behalf of our members. Weakness at the table or not having a Union at all translates into lower salaries, fewer benefits and more dysfunctional working conditions.

What is the risk to us? Just as soon as we win rights we tend to forget about them. That makes us vulnerable. Vulnerable to the lie of the free lunch: Have it all and do nothing, share nothing - pay nothing. Let's strengthen our resolve to uncover the half-truths that groups like these are pedaling. But more importantly, let's build an even stronger Union so that we can remind these billionaires that we won't be intimidated by them. That we will continue to fight for our rights at work and our ability to bargain the conditions of our labor.

## AFSCME LOCAL 3336

How can you stop emails to your work address?

1. [Forward](#) any email from the Freedom Foundation to these three emails:
  - a. [support@vervemail.com](mailto:support@vervemail.com) – The "Freedom" Foundation's email provider
  - b. [spam@uce.gov](mailto:spam@uce.gov) – The Federal Trade Commission
  - c. [help@oregonconsumer.gov](mailto:help@oregonconsumer.gov) – Oregon State Attorney General. Write the following in the body of the message: "The Freedom Foundation/Opt Out Today sent me this SPAM at work without my permission. Please ask them to stop sending emails to me."
    2. Mark the email as "spam" or "junk"
    3. Counter the attack!
- a. Learn more about [our Local Union](#), [collective bargaining](#) and [rights at work](#) .
  - b. Meet and talk with [your Steward](#) about how to get more involved
- c. Become a Member Action Team Member or [Union Steward](#) .
- d. Talk to a coworker about how to improve the workplace
- e. [Increase the rights](#) and dignity of your coworkers and working people generally
- f. [Get educated](#).
- g. Have [courage](#) and never give up!

**Eric Feeley**

President, AFSCME Local 3336  
503-229-6549 (work)  
503-430-9326 (cell)

### Recent Changes to Central Safety Committee

Over the last several months our Executive Board has appointed three new members to the Central Safety Committee (CSC). I wanted to take the time to introduce you to these folks who will be representing us and advocating for improved health and safety in our workplaces.

Zach Koch has been with the agency for five years and is currently working in the air monitoring section at our laboratory facility in Hillsboro. Zach started out as a vehicle inspector and now spends most of his days in the field attending to our statewide air monitoring network. Zach believes that protecting employees on the job is very important and will be working to increase the opportunity for specific job hazard safety training.

Mike Scott, the current CSC chair, has been with the agency for seven years and is currently a vehicle inspector at the Sherwood station. Mike has a good amount of experience when it comes to safety at DEQ. He has served on the VIP safety committee and also completed a two year job rotation within the Health and Safety group. Mike will be working toward improving our accident investigation process.

Our newest member, Michael Reed, has been with the agency for just over a year and is our ER Local Area Network (LAN) administrator working out of the Bend office. Michael has served on safety committees outside of DEQ and also brings Eastern Region representation. He would like to see better training in the area of driver/vehicle safety and expanded first aid training.

These members are leaders in their work units and each brings unique skills. If you run into Zach, Mike and Michael please thank them for stepping up to serve on the committee. Dawn Weinburger (NWR) and Jim Orr (NWR) remain on the CSC as our two other labor members and we thank them for their continued service. If there are health and safety issues that are not being addressed at your worksites please let one of them know so they can bring these issues to the committee.

Zach, Mike and Michael replaced Bruce Dyer (Lab), Lee Brewer (VIP) and Alex Haulman (WR). Thank you Bruce, Lee and Alex for your service to our Union and for working to improve health and safety at DEQ.

## AFSCME LOCAL 3336

### Unions Make a Difference in Mid-Terms

AFSCME members joined thousands of union volunteers nationwide to contribute to mid-term election victories. The Oregon AFL-CIO says that across the country, union volunteers knocked on 2.3 million doors and made half a million phone calls supporting labor-endorsed candidates. In Oregon, union members helped by canvassing more than 114,000 households and interacting with more than 220,000 voters by phone and text. Oregon AFSCME members were a big part of that, completing more than 700 volunteer shifts, knocking 10,000 doors and making 50,000 phone and text contacts.

And our efforts paid off. From Governor Kate Brown, a leader who understands and values the work of public employees, to Representatives-elect and union members Rachel Prusack (Oregon Nurses Assoc.) and Tiffany Mitchell (SEIU), to pro-worker Lane County Commissioners-elect Heather Buch and Joe Berney, AFSCME members helped elect leaders across the state who respect collective bargaining, environmental protection, public health, and fair taxation. Working in coalition with community non-profits, we also dispensed with four economically destructive and socially divisive ballot measures.

With the legislative session and contract bargaining right around the corner, these election victories put AFSCME and Local 3336 in a much stronger position to protect your hard-earned retirement contributions, reverse SB 1067 that took away double insurance coverage, and advocate for adequate public agency budgets. A labor-community coalition is already asking us to [contact our state senators](#) and urge them to pass paid family leave legislation in 2019.

This fall, our local members filled multiple text bank and canvass shifts for pro-worker, pro-public service candidates. First-time volunteers Sophia Cain (Lab) and Heidi Williams (NWR) gave text banking a whirl and long-time volunteer, Alex Opatikova (Lab), already an expert phone-banker, spent an afternoon canvassing and was great at that, too. Local member Karen Williams participated in an AFL-CIO podcast with union member political volunteers from the State Association Letter Carriers and International Union of Operating Engineers. You can listen to that podcast here: <http://oraficio.org/podcast>.

Within Oregon AFSCME, Local 3336 is known for showing up come political season, and also for turning out engaged members to interview candidates and visit them on Salem Lobby Day. Volunteer Matt Schrensel has participated in lobby days, phone banking, legislative candidate interviews, and canvassing. He says he volunteers because "my voice is much stronger as a member of my union. When I speak, the union stands with me and it is more meaningful to legislators as a result." Kate Strohecker has also volunteered in multiple capacities during campaign season. Kate believes that, "union solidarity must be seen, felt and heard by our lawmakers and representatives." New member Chelsea SanNicolas (HQ) didn't wait to be asked to volunteer; she learned through her non-profit connections that her union was involved in issues she cared about. And Alex Opatikova, who has helped during every election since 2010, says, "I was always aware of political situations, not only here in the USA but also in the world. So when I was approached by another steward asking if I would be interested in canvassing, I did not hesitate. It is important to be involved regardless of being a union member, but it is more rewarding to work with my fellow coworkers and union members."

**Karen Williams**

Chief Steward, AFSCME

### Why I am a proud union member



*What is this emblem? It's the symbol for the United Brotherhood of Carpenters and Joiners of America, a union of millworkers, carpenters, construction, and other factory workers. This union fought for medical and dental care for its workers and their families. One lifelong member was Robert Rodda, who retired from Hurd Millwork in Medford, Wisconsin after 44 years of making wood windows and patio doors. Hard work, but a blue collar job that provided a living wage. This is one reason why Cathy Rodda Brown (DEQ Eugene) is a proud union member!*

## Safety Checklist!

This is a short checklist you can use to assess the safety of your work activities and work environment. It is by no means all inclusive.

Please add to it or adapt it to the specific requirements of your work.

### Assess the Situation

Do you see any hazards that make the worksite unsafe?

- ⇒ Slip, trip, or fall hazards
- ⇒ Chemical hazards
- ⇒ Electrical hazards
- ⇒ Biohazards
- ⇒ Dangerous animals
- ⇒ Potentially violent people
- ⇒ Moving vehicles
- ⇒ Unsafe furniture or equipment
- ⇒ Unsafe buildings

### Assess Conditions

- ◇ Adequate lighting
- ◇ Noise
- ◇ Traffic
- ◇ Weather related hazards

### Assess Yourself

- Are you tired or ill?
- Are you physically able to perform the work?
- If you are pregnant or are a nursing mother, could this pose a hazard to your child?
- Do you need assistance?
- Have you had the proper training?
- Do you have the proper equipment?

### Are there other factors that should be considered?

- \* Should you have another employee with you in case of accident?
- \* Do you have a way to notify someone in case of accident?
- \* Is there someone you should report to at a specified time who will check on you if they do not hear from you?

William Brown  
Treasurer  
AFSCME Local 3336

Thank you for reading the AFSCME Local 3336 newsletter!

We hope to add your story to the an upcoming newsletter. If you would like to contribute to the next edition, please send articles, pictures, or other communications to Cathy Brown at [cjrodda@yahoo.com](mailto:cjrodda@yahoo.com).

Sincerely,  
AFSCME Local 3336  
Executive Board 2017-2019