



AUGUST 2006

What's important for you at work?Is it that you know you can express a difference of opinion with your boss over any professional matter? Or is it that you have fully paid health insurance? Or even that your pay is not what you consider to be adequate and fair compensation for the work you do? All of this, and more, are bargained, fought for and secured by your Union. Even more particularly for AFSCME Local 3336, bargaining is done by your fellow workers who especially need your support and involvement to make favorable workplace conditions happen.

Consider this: although we didn't get the best overall compensation package in the last contract we were able to get salary increases in the positions most out of whack with the market. We were able to get an additional top step for the majority of workers who have been topped out for years. And we were able to continue fully paid health insurance even for families and, as it turns out, get our second year salary adjustment because health insurance increases are lower than feared. This has all come from our ability to bargain with strength.

Health insurance, in particular, is going to be tough this year. Oregon is the only state to offer fully paid health insurance for families and the state has already put us on notice that this can't continue. To make sure that our interests are heard, acknowledged and protected, you can't count on somebody else without you doing something too. Bargaining time is coming up again. To be effective *your help is needed*.

We need people to be part of the bargaining team. This doesn't require a unique set of skills, training will be made available, but it does demand a lot of work and a willingness to be diligent, persistent, creative, dogmatic and even flexible. Virtually as important, and not as demanding, are people like you interested in being part of the Local's communication network, the Membership Action Team or "MAT". Team members are found throughout the agency. They serve as the communication link between fellow workers and the bargaining team, conveying strategy and actions to be taken by members in support of bargaining efforts but also sharing feedback from the membership to the folks representing their interests at the Local and Central bargaining tables. You can be part of the effort. You need to be part of this effort. You can join this effort by contacting me today.

Kevin Downing, President AFSCME 3336
503-229-6549

GLOBAL WARMING....

....Can't live with it and can't live without it!

By Monica Russell, NWR Air Quality

Most of you are familiar with the concept: the sun shines on the earth, some of that becomes heat, the gases in our atmosphere retain that heat energy, reflect it back to the earth and make our earth habitable. Carbon dioxide (CO₂) is one of the primary global warming gases and is part of what allows us all to breathe, plants and animals alike. Unfortunately, burning fossil fuels has raised atmospheric CO₂ by 30% and global temperatures by approximately 1° F
Please Continue on Page 2 Column 1

THE MAKE HEALTH CARE WORK PLAN....

....Giving the community voice in health care!

By Leslie Kochan, NWR EP/SW

Each year our health care system takes a bigger slice of personal, business and government budgets, yet it doesn't provide access to the services our community needs. A big part of the problem is that no one has responsibility for *health care planning*.

A recent report (www.MakeHealthCareWork.org) details how our tax dollars account for 50% of the \$5

Please Continue on Page 2 Column 2

GLOBAL WARMING....

Continued from Front Page Column 1

and the levels continue to rise. The cost for this is mostly in the form of extreme weather events. Consider that we are living in a toxic soup of our own creation which includes cancer causing pollutants in our air, land and water. One of the most common contaminants is petroleum products. DEQ's Programs are spending most of their resources dealing with this.

What would it take to have clean air, land and water everywhere?

The solutions can be boiled down to two (2) easy concepts: **energy efficiency and renewable energy.**

On the *energy efficiency* point, consider that we waste as much energy with our inefficient cars, homes and appliances, each year, as we could drill from Alaska and the outer continental shelf.

- *If every household in the United States replaced one regular light bulb with an energy-saving model, we could reduce global warming pollution by more than 9 billion pounds of the life of the bulbs; the same as taking 6.3 million cars of the road*

Often businesses reap unexpected advantages in improved employee morale, output, or attendance.

- *An example is the **Reno Post Office**. After investing \$300,000 in energy efficiency, the Post Office reaped the unexpected benefit of improved employee performance that shortened the payback on their investment to less than a year! **Pennsylvania Power and Light** invested \$8,362 in lighting upgrades. The payback period from energy savings would have been 4 years, however what they did not anticipate was that productivity increased by 13.2%. This reduced the payback period to 69 days. In addition they saw a 25% reduction in sick leave and the number of errors was significantly diminished. These results translated to an annual savings of \$50,000 each year!*

And we can all take advantage of various grants, programs, and tax credits when we do the right thing.

With regard to *renewable energy*, the field is wide-open. Consider these facts:

In **1850** most of our power came from muscle power (65-80%)
By **1960** 100% was coming from fuel.

In **1950** the US was the:

- #1 oil producer and exporter
- #1 in machine tools and manufactured goods
- The foremost creditor in the world

In **2005** the US was the:

- #1 oil importer
- #1 importer of manufactured goods and non-petroleum goods
- a debtor nation with 40% of our debt paying for oil

Look at the loss of living wage jobs. Most of the US is turning into a service economy while high paying manufacturing jobs are being shipped overseas where the wages are low and environmental laws are weak or not enforced. *Renewable energy* offers us the potential for high paid manufacturing and operations jobs. We can create renewable local small scale energy sources. This would avoid widespread blackouts, provide employment and clean up the environment all at the same time.

The most important step any of us can take is to visualize the world we want to live in. What does it look like? Where are our resources and how do we use them? They might look something like this:

- Ensure local food, water and energy
- Reduce transportation needs
- Support the local economy
- Foster local manufacturing of essential goods
- Plan for long term emergency services (water, trash, etc.) ♦

THE MAKE HEALTH CARE WORK PLAN....

Continued from Front Page Column 2

billion spent every year on Oregon 's hospitals, yet we have no say in what happens with those resources. We have more input in where dog parks or speed bumps go than in where hospitals are built or what services they provide. Currently, these decisions are made away from the public eye, based on what is best for their bottom line – not necessarily what's best for our communities.

AFSCME Local 3336 has endorsed the Make Health Care Work Plan to help address this problem. The campaign is calling on Metro – they handle planning for our region – to pass the 3-point Make health Care Work Plan to give the community a voice in health care planning:

1. Metro would establish a community Health Care Needs Board comprised of people who buy Health Care, Local Businesses and groups who buy health care and frontline caregivers who provide health care.

Please Continue on Page 2 Column 2

YOUR VOICE MATTERS

Our Union will be stronger if we talk frankly about what we do well and what needs improving. The Local Voice asks members to use this column to express their views relating union issues.

Jack Herbert
Executive Board Member at Large

I would encourage all who have not engaged in recent political actions, ***to get involved***. The labor movement and various organizations are taking the issue of the immigrants very seriously. The public discourse ignores the oppression that drives people to move, to have a life. The day NAFTA went into effect the US machine-and-chemically grown corn drove the price of corn in Mexico too low for people to continue farming. *How were they to live?*

The State could send our permitting abroad. Consulting could go too, *all for less costs*. We could eventually put ourselves in the place of the immigrants who come here.

The Sensenbrenner Bill that passed the House, would make anyone who is here illegally, a federal felon and any of us who feed, give a place to sleep to, provide medical care, or help such a person would also be felons. The proposals to bring people from other countries here to work, ***without rights***, would enable the foreign job competition to come and effectively exporting more jobs. *Almost any job can be filled more cheaply*. This is a great opportunity to drive down those high labor costs, get rid of traditional benefits, salaries, and any kind of job security. They are taking advantage of the conservative movement they have invested in. Political actions to undo the labor movement are accelerating. if we are to have a country with good living conditions, we're going to have to care enough to get together to do it. So, please, take the effort to get informed and then work together for the changes we need. It seems we need to do it by talking with each other, in meetings, in newsletters, posters and bulletins.

Those who have been taking our governments and laws away from us have worked hard. We need to do the same. Together it's doable and sharable. ♦

THE MAKE HEALTH CARE WORK PLAN...

Continued from Page 2 Column 2

2. This Board would evaluate our regional health care needs and create a Comprehensive Health Care Needs plan.
3. Once we have a Comprehensive Plan, the Board would prepare Health Care Impact Statements before any major health care proposals are approved. This will help us make sure our communities get the services we need where we need them.

The campaign is collecting post cards to present to Metro councilors to show support for giving the community a voice in health care planning. Go to www.MakeHealthCareWork.org or call 503-236-7850 to learn more. ♦

2006 Int'l Convention- Dues Increase

Greetings from your Council 75
Representative: Issa Simpson

The biggest news to come out of the convention for most locals is the dues increase.

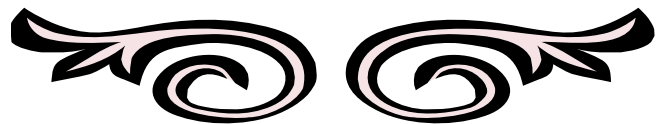
As the delegate from Local 3336 I cast a no vote on the dues increase on behalf of Local 3336 members. The concerns local leadership raised were; declining dues to the local due to fewer members, lack of wage increases over the last decade, focus on external organizing and a need for direction that the dues increase will provide for additional Council and Local resources.

The concerns regarding Local and Council resources will be at least partially addressed with the provision returning the first year dues increase of \$1.25 to the Council.

There was an opportunity for delegates to provide direction to the International in a town hall forum for a full day at the convention. Many of your Local's concerns were voiced by other locals in a solution oriented process.

There is really too much information to include in this article so we have provided the link to information about the convention and the 21st Century Initiatives below. Please take the time to check them out. We will also provide these links on the Local 3336 website.

IN REMEMBRANCE



Cornelia V. Murphy
June 1965 – May 2006

Holly Stewart
October 1961 – June 2006



AFSCME DELEGATES APPROVE 60 MILLION OVERHAUL

Delegates attending the International Convention of the American Federation of State, County and Municipal Employees last week approved the key components of a top-to-bottom strategic overhaul of the union by passing a \$60 million reform agenda known as the 21st Century Initiative. The initiative will:

- Create a 40,000-member army of volunteers to register 90 percent of AFSCME members to vote, and sign up 25 percent of the union's 1.4 million members to each give \$100 or more annually to the union's PEOPLE political action committee.
- Launch a new national legislative campaign to comprehensively reform the U.S. health care system and make affordable care universal.

The 21st Century plan gives us a blueprint for building a stronger AFSCME and labor movement," said Ken Allen, Executive Director of Oregon AFSCME Council 75. "It is about change; it is about building more economic and political power for the working class."

Mark your calendars

PICNIC

COME TO THE AFSCME COUNCIL 75'S LABOR DAY PICNIC

MONDAY, SEPTEMBER 4, 2006

OAKS PARK, areas 14, 15 & 16 (near the Dance Pavilion)
10 AM to 6 PM

Sponsored by **AFSCME Council 75 & Local 3336**

- ❖ *Hot dogs, hamburgers and chicken (and the fixings) provided*
- ❖ *Ride bracelets provided, 2 per employee attending, additional bracelets for volunteering and/or PEOPLE PAC contribution*
- ❖ *Meet local, state and national politicians*

Contact Kevin Downing (503.229.6549) to volunteer.



Jan Coomler, Editor ◆ Jay Collins, Second Vice President ◆ Karen Font Williams, Chief Steward