

Date/Time	Events and Training Opportunities	Location
Sep 26 11 am - 2 pm	Portland area VIP station visits Issa Simpson (Business Rep) and Bill Brown (Chief Steward) will bring lunch and visit and answer members' questions about bargaining, working conditions, or any other items of concern.	Gresham VIP Station break room
Sep 26-28	Leadership Training Conference	Kah-Nee-Ta High Desert Resort & Casino,
Oct 11 9 am-5 pm	Bargaining Training Training will focus on Proposals, MAT Teams, Demeanor, Communication	AFSCME Salem Office 3831 Fairview Industrial Drive SE #100
Oct 25 10 am-4 pm	Steward Training - Module 1 Join AFSCME members from around the Metro area. Lunch is provided. RSVP to Marina Warner, 503-239-9858	AFSCME Portland Office 6025 E Burnside
Nov 8 10 am-4 pm	Steward Training - Module 2 Join AFSCME members from around the Metro area. Lunch is provided. RSVP to Marina Warner, 503-239-9858.	AFSCME Portland Office 6025 E Burnside
Nov 15 9 am-5 pm	Advanced Steward Training Contact: Colleen Savage 503-370-2522	AFSCME Salem Office 3831 Fairview Industrial Drive SE #100
Nov 18	"Ethics In Collective Bargaining" 2008 Conference of the Oregon Chapter of the Labor and Employment Relations Association; 5th Annual Oregon LERA Awards	Oregon Convention Center, 777 NE MLK, Jr. Blvd., Portland
Nov 22 10 am-4 pm	Steward Training - Module 3 Join AFSCME members from around the Metro area. Lunch is provided. RSVP to Marina Warner, 503-239-9858	AFSCME Portland Office 6025 E Burnside
Dec 2 5:30 -8:30 pm	AFSCME Investor Education/ PERS/ Retirement Workshop Contact: Debra Kidney (503) 239-9858, (800) 792-0045	AFSCME Salem Office 3831 Fairview Industrial Drive SE #100
Dec 7-12	LERC Collective Bargaining Institute For more information call 541-346-5054.	Corbett
Dec 8 9 am-5 pm	Basic Steward Training Contact: Colleen Savage ,503-370-2522 or 800-521-5954	AFSCME Salem Office 3831 Fairview Industrial Drive SE #100

Green Economy - *continued from page 3*

begun to chart a win-win strategy to address global warming and secure a healthy economy.

STAR Fund

In its first Strategic Training and Action Research (STAR) Fund project, the University of Oregon Labor Education and Research Center (LERC) provided for six union members, including DEQ's Agnes Lut, to participate in an intensive 3-month training and mentoring program on global warming, alternative energy sources, and green jobs.

The main goal of the project is to cultivate a core group of Oregon union members who are prepared to help unions participate effectively in public policy deliberations on these vital issues. Participants met with the region's leading experts on labor, the environment, renewable energy jobs and climate change, and

For more information on **AFSCME Green and Oregon Apollo**, and how you can help, **join our e-mail alert list** by contacting **Leslie Kochan** at (503) 229-5529 or at kochanleslie@gmail.com

For information on the **STAR Fund** and getting involved with alternative energy, green jobs, and **how you can help**, please contact **Agnes Lut** at (503) 229-5247.

learned about strategies to create a "just transition" to a sustainable economy and labor market.

The second goal of the STAR Fund is that participants engage in public policy discussions at the workplace, community, and state-wide levels. STAR Fund recipients lead the session titled "Labor's Stake in the Global Warming Debate" at the AFL-CIO Summer School in Eugene in August.

FALL 2008 *ELECTION ISSUE*



Message from Our President: Be the Face of AFSCME

by *Dick DeZeeuw, President of AF SCME Local 3336*

As we lay the ground work to bargain our next contract numerous details are being addressed, such as:

- Who will be on the Contract Action Team?
- What will each team member's role be?
- What are our goals for the new contract?
- How we will coordinate with other AFSCME locals and SEIU?
- What strategy should we use to achieve the goals?
- What research must be done to support our positions in bargaining and many other details?

In the midst of those details sometimes we lose the bigger picture. This was brought home in several recent articles in the Oregonian, which mischaracterized our salary increase and retirement benefits. Although the focus of the most recent articles was on pay increases for state executives, the response from the public is predictably not supportive of state employees in general.

DEQ's mission is to be a leader in restoring, maintaining and enhancing the quality of Oregon's air, water and land. The question we should ask ourselves is why Oregonians support us as stewards of the environment - but not as employees? The answer is because we do not get our message out.

It is the responsibility of each member to be the face of AFSCME Local 3336. Ask yourself:

- Are we dedicated to our environmental mission?
- Do we provide excellent service to our stakeholders?

- Are we respectful of the environment on and off the job?
- Do we advocate for a better DEQ?
- Do we serve our community outside of work by contributing time, money, food, and toys to good causes?
- Are the citizens of Oregon better off because we do what we do and do it well?

The answer to these questions is a resounding, Yes.

Then ask yourself:

- Does the public understand the value we bring to the quality of life in Oregon?
- Do they associate our efforts to protect them from toxic chemicals with improved health?
- Do they appreciate that the view of Mt. Hood from Portland is due in part to their trips to a DEQ VIP Station every two years?
- Do they know that environmental cleanups promote economic development as well as restore the environment?

The answer to these questions is not as positive.

As AFSCME members we need to find our voice so that the citizens we serve understand that we are public servants as well as public employees, and that we bring value to Oregon. The Contract Action Team is going to work with Council 75 to get our message out, but it is also the responsibility of each individual member to be the face of who we are and what we stand for.

We need to make it okay to show our pride in what we do. For example, one of my least favorite phrases is, "close enough for government work". Lately, my response has been "where I work we protect human health and the environment by measuring in parts per billion; how do you measure your job?"

As we proceed into the bargaining session, your union will bring you more information and updates on how preparations are progressing. You will be asked to provide more feedback on surveys letting us know what issues are important to you. You will also be asked to be an informed voter in the November general election.

There are a number of candidates and ballot measures that are critical to our union. You may also be asked to participate more directly in the campaign by meeting with your legislator or staffing a phone bank. You may be asked to participate in a union action similar to the successful rally at the DAS office last year.

As bargaining unfolds, please be prepared to help your Contract Action Team achieve the best contract possible.

E-Board members Tom Hack (ER) and Robert Vance (NWR), represented Local 3336 at the AFSCME International Convention in San Francisco July 28 through Aug. 1, 2008. Tom is shown here participating in a rally in support of local union workers.



Committee, The Next Wave organization, and The Environmental Caucus.

Photo by Robert Vance .

Oregon sent 120 delegates to the convention, including members from AFSCME Council 75's Women's

ELECTION 2008: With Agency Budgets and Staff Salaries at Risk, Union Urges Members to Vote NO on Ballot Measures 59, 63 and 64

By Bill Brown

A number of ballot measures on the November ballot would, if passed, have an economic impact on the state budget and affect our wages, agency policy packages, and existing programs.

NO on Measure 59: This initiative would allow unlimited deduction for federal income taxes on individual Oregon returns. If passed, it is estimated that this measure would cost the State of Oregon between 1.2 and 2.1 billion dollars in lost tax revenue in the next biennium. This would eliminate money otherwise

available for wage and benefit increases, new policy packages, and could lead to cuts to existing programs and layoffs.

NO on Measure 61: This is Kevin Mannix's initiative to increase prison time for property crimes, drug crimes, and ID theft. This measure does not identify any funding sources to pay for the estimated 3 new prisons that would be needed to house an additional 6,000 inmates. The money for these prisons would therefore come from the General Fund, resulting in cuts to education, human services, and

other state programs.

YES on Measure 57: This is a less expensive alternative to Measure 61 that was referred to the voters by the state legislature. Measure 57 would put more money into drug treatment programs and emphasizes crime prevention instead of prisons. If both Measure 61 and Measure 57 pass then the measure with the most votes will be adopted.

NO on Measure 62: This measure would allocate 15% of lottery revenue to a "Public Safety Fund." This additional money coming out of the lottery would

mean less money for education, economic development, and environmental programs. It is likely that the loss to education would be replaced by cutting other General Fund programs and making less money available for state employee salaries.

NO on Measure 63: This measure would exempt building permits for home improvements costing less than \$35,000. This is primarily a public safety issue and the Firefighters are leading the fight against it. However, there is also an economic impact to local and possibly state government.

Building permit fees are an important source of funding for local governments, and half of building permits issued are for less than \$35,000 of improvements.

Building permits are also used by the tax assessors' offices when establishing the assessed value of homes for property taxes. If assessed values of homes go down, then less money will be available for local services such as schools, libraries, and health care.

Because of past ballot measures limiting increases in property taxes we have already seen most of the cost for education shifted from

local governments to the state.

As a result, most of the revenue from the state income tax now goes to paying for education, where this funding used to come from property taxes. If Measure 63 passes, then it is likely that the state would have to pick up more of the cost of education and health services. Again, other programs currently funded by state income tax dollars would have to be cut and less money would be available to pay for wages and benefits of state workers.

NO on Measure 64: This is Bill Sizemore initiative aimed at pub-

lic employee unions. Every two years it's the public employee unions that lead the fight against Bill Sizemore's attacks on funding for education, social services, and environmental programs. It's the public employee unions that have led the fight against Sizemore's attacks on public employees. It's the public employee unions that have tried to eliminate fraud in the initiative process and called for investigations that have resulted in Bill Sizemore's conviction for racketeering. If Measure 64 passes, public employee unions

such as AFSCME, SEIU, the teachers' unions, and the firefighters' unions would no longer be able to collect union dues through payroll deduction if any part of those dues is used for political purposes. This is an effort to silence your collective voice on issues that affect education, environmental protection, your wages and benefits, and your workplace, including workplace safety.

Please take the time to study all of the ballot initiatives and candidates carefully. Who we elect and which measures we pass will have an enormous impact on education, environmental programs, your wages and benefits, and the quality of life for all Oregonians. Your fellow union members have carefully studied the candidates and issues and have endorsed the best choices for working families. We hope that you will do the same.

Please take the time to vote!

Contact **Janice O'Malley** of AFSCME at **503-229-9858** or call me, **Bill Brown**, at **503-449-2117** to find out how you can help.

Even one evening or one weekend day of election volunteer work could make a difference in this election.

There are election activities throughout the state; wherever you live there is something that you can do to help.

You can make a difference!

Bargaining Survey Results Show Strong Support for Retirees & Low-wage staff

By Tom Hack

Dick Dezeuw (HQ), **Kevin Downing** (HQ), **Wes Risher** (HQ), **Bill McMillen** (HQ), **Robert Vance** (NWR), and **Tom Hack** (ER) attended the AFSCME bargaining training session in Wilsonville, OR on September 6, 2008. The biggest topic of discussion was the bargaining survey results. Our local was pleased to report that we had a 90% turnout rate! This was considerably higher than many of the other locals.

After all AFSCME surveys were calculated, the 17 most popular bargaining items from the 27 original items were calculated. The ten most popular items are listed in order:

1. Converting sick leave to vacation leave on retirement.
2. Member vacation accrual to be the same as management.
3. Add a holiday.
4. Allow flexible work hours.
5. Number of salary steps on par with management.
6. More paid time off.
7. Special attention to lower staff.
8. Paid time for investing in community volunteering activities (e.g. Meals on Wheels).
9. Longevity Pay.
10. Insurance for retirees.

Higher wages and better health care will automatically be brought forward by the Local and Central Table bargaining teams.

Although we have whittled the bargaining items down from 27 to 17, it was decided we need to whittle the bargaining items down even further in order to focus on the five to ten most popular bargaining items.

Please look closely for your new survey. The new surveys will be passed out on **October 1, 2008** and must be returned to your steward by no later than **October 17, 2008**. The steward must send the surveys in to C75 by no later than **October 22, 2008**.

The final results of the second survey will be tabulated on **November 15, 2008** as well.

YOUR PARTICIPATION IS VERY IMPORTANT!

BUDGET PETITION TO BE CIRCULATED IN OCTOBER

Oregon AFSCME Council 75 and your Local 3336 leadership are asking all represented staff to sign a petition asking the legislature to increase budgets for all State agencies represented by AFSCME so we may work more effectively.

The petition will be circulated to the locals beginning on **October 1, 2008** and is scheduled to be presented to the legislature on **November 15, 2008**.

Other important dates:

October 5, 2008 – C75 will start holding **community meetings** throughout the state. The purpose of the meetings is to inform members how the bargaining process works. They will also be answering questions that members may have. We will keep our members in the loop on the upcoming community meetings.

December 1, 2008 – This is the tentative date for bargaining to commence at the local table. This date may be postponed. Nevertheless, we will keep members informed. When the **first day of bargaining** arrives, our members are asked to wear **GREEN, GREEN, GREEN**.

April 9, 2009 – The 2009 Oregon AFSCME convention kicks off. The location has not yet been decided. **We are always looking for interested members to serve as delegates.** Let your steward know if you are interested.

June 30, 2009 – This is the date our present contract expires. **We need to have a new contract in place** before then!



Unions Take Action on Global Warming & Green Economy

By Agnes Lut, & Leslie Kochan

For too long, unions have taken a back seat to the development of solutions to environmental issues. This is rapidly changing as unions recognize the critical role they have to play on global warming and other environmental issues at the national and state level.

Leslie Kochan (NWR) and **Agnes Lut** (HQ) are actively involved in this effort. Leslie represents our DEQ local union on AFSCME Green and the Oregon Apollo Alliance, and Agnes is a STAR Fund recipient on Global Warming.

AFSCME Green

In an effort to involve AFSCME leaders in the discussions and ultimate solutions related to Oregon's environment, AFSCME Oregon locals formed the Council 75 Environmental Caucus in late 2007, now called AFSCME Green. The caucus includes leaders from locals representing employees at DEQ, Metro, the City of Portland, Multnomah County, Clackamas County, and OHSU.

AFSCME Green has four main goals:

1. Influence and involve AFSCME members in legislation and other environmental initiatives important to our locals and agencies;
2. Build the Caucus at the state and national level;
3. Promote sustainability in government and AFSCME operations; and
4. Conduct member education on sustainability.

Oregon Apollo Alliance

Launched in 2007, the Oregon Apollo Alliance has the goal of bringing together labor unions, environmental groups, community organizations, and businesses to mobilize around an alternative economic future that moves away from dependence on foreign oil and non-renewable energy and towards a sustainable energy and good, living wage jobs in a new green economy.

At stake is how workers and our communities as a whole will benefit from efforts to mitigate global warming and reduce greenhouse gases emissions. While environmental and business leaders have led the charge thus far, Oregon Apollo members recognize that we all gain if we work together.

A current focus for Oregon Apollo Alliance is the 2009 legislative initiatives.

Oregon Apollo is an offshoot of the national Apollo Alliance launched in 2004. There are currently Apollo coalitions in ten states and four cities. The national Apollo Alliance has also developed tools for state and local efforts including analyses of how to use tax credits and investments to create green jobs in manufacturing, construction, transport, and the public sector.

Through Oregon Apollo, constituencies as diverse as the Oregon Environmental Council, the Oregon Sierra Club, companies like Horizon Wind, and unions representing public employees, pulp and paper workers, plumbers and carpenters have



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