



Message From Our President: The Steward Of The Stewards

by Dick DeZeeuw, President of ASCFME Local 3336

It is an honor and a challenge to be President of this Union. One of my responsibilities as President is to communicate with members the goals and direction the Executive Board is taking and to ask your advice along the way. My first message is simply a recital of the mission statement and objectives of our Local:

The mission of AFSCME Local 3336 is to act as the “stewards of DEQ’s stewards” of the environment. This stewardship includes advocating for working conditions, pay and benefits; supporting political activity that promotes pro-environment and pro-labor positions; strengthening labor coalitions and actively organizing members; and targeting Union resources to critical issues identified by the membership.

The objectives of this local shall be:

- 1. to promote the welfare of the membership and provide an active role in the determination of the terms and conditions of employment;*
- 2. to assist the Department in meeting its obligations to its diverse employee community;*
- 3. to assist employees of the Department in developing to their full professional potential;*
- 4. to support the Department in its mission to be an active leader to restore, enhance, and maintain the quality of Oregon’s air, water, and land;*
- 5. to carry out on a local basis the objectives of the American Federation of State, County, and Municipal Employees.*

The two most important things on which the current Executive Board will be judged are negotiating the next contract and enforcing the current contract. Due to the hard work and determination shown by our negotiating team during the last contract negotiations, we are looked at as a leader among AFSCME locals in Oregon. The last minute gains achieved during mediation are due to the aggressiveness of the negotiating team and the solidarity shown by our membership at

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!!! VICTORIES!!!

by Karen Font-Williams

What is my Union doing for me? In the last two years, AFSCME 3336, often thanks to the excellent legal work of Council 75 staff, has scored some very substantial victories.

Challenging Unjust Terminations

The Union appealed three terminations for lack of just cause – in other words, we believed members were fired in spite of inadequate progressive discipline or flawed investigations. The Agency chose to settle two of those cases rather than proceed to arbitration (where an administrative law judge would have decided the outcome).

The union negotiated substantial financial settlements for the aggrieved members: several months of back pay and benefits. The third appeal went to arbitration and the Union

won: the member was reinstated in his job and received approximately one year back pay and benefits.

Enforcing Fair Labor Practices

Allison Hassler, Council 75 attorney, supported by Issa Simpson, our business representative, successfully argued an Unfair Labor Practice claim against the Agency in June 2007. The Union contended that the Agency broke a settlement agreement negotiated in September 2005 resulting from the Union’s first filing of an Article 57 (professional difference of opinion) grievance. The

Union had upheld our responsibilities under the settlement agreement and we were exceptionally well prepared to present the argument that Management had not.

Though we intentionally did not emphasize the political

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!!! VICTORIES !!! *continued from page 1*

aspects of the case during the ULP hearing, *Oregonian* columnist Steve Duin did refer to elements from this hearings' transcript in his columns critical of DEQ Management decisions.

Resolving Grievances

At the Local level, your volunteer stewards negotiated settlements to five grievances in the past two years. One related to professional difference of opinion, in which a member was ordered to sign a document to which she conscientiously objected.

The Union succeeded in having disciplinary letters removed from three employees' files by documenting insufficient investigatory processes or inadequate Management communication.

In the fifth case, a Union steward successfully settled a grievance regarding improper classification and an outdated position description. In addition, stewards facilitated discussions with Management that prevented grievances in areas such as health and safety and step placement.

Gaining Credibility with Management

These successes, and showing that our Union is thorough and well prepared, gained us some respect from



Local 3336 President Dick DeZeeuw testified before the EQC about qualities the Union would like in a new agency Director. Additional information about DeZeeuw's testimony is available at www.afscme3336.org/DezeeuwDec2007EQC.htm

Management. Whether related or not, Management has recently asked for the Union's input into the search for three important Management positions: Labor Relations Manager, VIP Program Manager, and Director.

State Plans Study, Possible Reallocation of AS, NRS series

By Issa Simpson

As you know, DEQ and our members are facing challenges in the near future concerning classification issues.

What We Know So Far

In the early summer of 2006 DEQ sent a budget package to Salem that both requested some new positions and the restoration of some existing positions that had been proposed to be cut. Thankfully, DEQ received many new positions to conduct the agency's mission and all the existing positions were restored, so DEQ did not lose any existing staff or positions. Some of those positions had not received a complete review as required by Department of Administrative Services (DAS) policy prior to being sent to Salem.

In December 2007, during contract mediations in Salem, Kerri Nelson spent many hours talking with the

DAS Class/Comp Analyst to gain an understanding of the State's class/comp structure. During these discussions it became clear to all involved that at some point DAS would need to review some or all of the classification allocations at the Agency.

At that point the most troubling classifications seemed to be the AS and NRS series. For example, DAS expressed concern that the permit coordination work AS folks are doing may be more appropriately placed in

the Public Service Representative series and there were concerns about the Department's use of the NRS series.

In mid February Kerri Nelson and Susan Payseno, DEQ's Labor Relations Manager, spoke with Issa Simpson, AFSCME Council 75 Representative, to brief her on the unfolding classification issues and

inform her that DAS was considering two possible approaches for how to proceed with a classification review. At the February 28 Labor-Management meeting, Kerri reported the same information to AFSCME Local leadership on the committee.

In early March, DAS clarified with Agency management that it was considering two options: either a case-by-case reclassification of individual positions, or a broad classification and compensation study of the classifications of concern during the '09 - '11 biennium.

The Local leadership and Issa talked and decided to take several steps.

The first was to inform DEQ management that we appreciated being kept informed and will welcome being included in future discussions and actions regarding classification issues. In response, Art McCurdy (the DAS Labor Relations Manager assigned to DEQ) and Issa Simpson were invited to the March 27th Labor-

Members have the right to and should take an active role in accurately updating their own Position Descriptions

Class/Comp Study Planned for '09-'11 Biennium

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Management Committee meeting at which a comprehensive briefing by the DAS Class/Comp Analyst was conducted

The second step was to educate stewards on this issue, so that they can answer questions and provide direction to members with the most current and accurate information available. Stewards met on April 10 to begin this process.

The third step is to form a committee to communicate with members and review actions taken by DAS, DEQ management, stewards and our members.

Moving Forward

On April 8, 2008, DAS informed DEQ that it will be moving forward with a classification and compensation study of the NRS series and associated classifications in the '09 - '11 biennium. This was welcome news to both your local Union leadership and management: both parties had expressed a strong preference for a broad study rather than case-by-case review and potential reclassification.

Your local Union leadership considers this development a significant milestone in the ongoing effort to improve labor-management communication and cooperation. Local Union leaders were informed early in the decision-making process, and generally feel that their concerns were heard by both DEQ management and DAS.

This class/comp study could result in a completely different set of classifications than we have at this time. The study will look at current Position Descriptions (PDs) for affected classes. Members have the right to and should take an active role in accurately updating their own PDs. The Union has the right to both negotiate compensation for new classifications and to appeal allocations of members into those classifications.

Relevant contractual rights are stated in Article 18 of the contract.

As we gather more information we will promptly share what we learn by posting on the Local's website at www.afscme3336.org and the message board at www.moovinup.com.

Input and questions are welcomed and should be communicated through the message board or your local steward.

Steward of the Stewards

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the DAS building demonstration in Salem.

One lesson learned during the last negotiation is that by organizing we can get a better contract.

Another lesson learned is that we need to improve our ability to organize internally and with other unions. These lessons will be the cornerstone of how we approach the next negotiations.

Enforcing the existing contract means being the watchdog that makes sure the agreements made with management are respected and upheld. Your Union will help you understand your rights and will see that your rights are enforced. The Executive Board is committed to carrying out this mission and achieving these objectives.

Not only do we serve you, we are you

Environmental Caucus Persuades Oregon ASFME to Green Building Commitment

By Leslie Kochan

In addition to DEQ, The American Federation of State, County and Municipal Employees (AFSCME) represents employees at a number of agencies and local governments that have an interest in the environment and sustainability. ASFME represented local governments in Oregon include Metro, City of Portland, Clackamas County, cities of Eugene and Salem. Oregon AFSCME Council 75 is the organizational and governing body affiliated with local unions at each of these entities.

Leaders within various AFSCME locals recently organized the AFSCME Environmental Caucus. Its goals are to educate and mobilize members around those issues that allow us to link environmental and labor concerns (e.g., an economic transition in response to global warming that benefits workers with new, living wage jobs and upgraded job skills) and to support "greening" AFSCME and our own workplaces.

At a recent Caucus meeting, we learned that Council 75 had plans to purchase a new building in Salem to replace its current Salem office space. Following this meeting, my local (representing DEQ employees) introduced a resolution at the Council 75 E-Board meeting. This resolution passed and commits AFSCME to research and evaluate available green building and site opportunities and to implement those that demonstrate a reasonable return on investment. At that

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Local 3336 Executive Board Proposes Lifting Cap on Dues

Amendment to Local 3336 Constitution Would Establish Pure Progressive Dues Structure

Members met in a special meeting on Wednesday, March 26, 2008 to discuss a proposed amendment to the Local 3336 Constitution that would implement a pure progressive dues structure for all AFSCME represented employees at DEQ.

At the meeting, Executive Board members explained that by lifting the current \$55 dollar per employee cap on dues, the Local will be able to continue operating at its current projected budget of approximately \$27,000 per year.

The change is financially necessary, if the local's budget is to remain balanced at a level comparable to past years, because in recent years AFSCME International and the Oregon state-wide AFSCME Council 75 changed the way they calculate and collect dues from all member locals, including Local 3336 here at DEQ. As a result of those changes, if the \$55 cap is not lifted the Local's revenues from dues will

decrease to \$26,400 in 2008 and \$21,360 in 2009, according to estimates by Local 3336 Treasurer Bill Brown

Fortunately, the approach of paying a percentage of our salary as union dues has existed at DEQ for many years. The concept of paying dues based on a percentage of salary is consistent with the progressive values of many Local 3336 members.

Unfortunately, the \$55 cap imposed by the union's parent organizations is contrary to that progressive and egalitarian tradition. In practical terms, the \$55 cap limits the revenue available to the Local for essential member services. "To avoid operating in a deficit, we will have to implement a fee structure to something other than what was adopted by Oregon

AFSCME," said Local 3336 President Dick DeZeeuw in an all-staff email announcing the March 26, 2008 noontime meeting.

DeZeeuw's message also explained that the local's Executive Board has looked at several dues options, and solicited input from members on what

direction to take to address predicted revenue shortfalls. Based on considerable deliberations and feedback

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from members, the Board recommended removing the cap so that every member pays dues of 1.27% of annual salary. Retaining the \$15.00 minimum fee provision will affect only 3 part time members.

The amendment will be voted on at the next regularly scheduled member's meeting:
Wednesday, April 16th at noon.

IMPORTANT MEMBERSHIP MEETING:

WEDNESDAY APRIL 16TH 2008 at NOON

*****PLEASE PLAN TO ATTEND*****

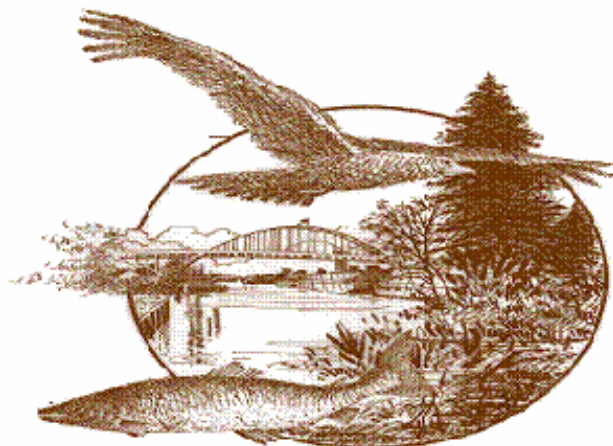
QUORUM (10% OF MEMBERSHIP) REQUIRED FOR VOTE ON DUES

Oregon AFSCME Goes GREEN!!! *Council 75 Commits to Green Building Options.*

At the behest of DEQ employees and Local 3666 members **Bill Brown** and **Leslie Cochran**, Oregon AFSCME's adopted a green building resolution, committing the union to using "*principles, techniques, and materials that conserve natural resources and improve environ-mental quality*" as it renovates its new office building in Salem.



For more news from Council 75, see pg. 5



SPRING HAS SPRUNG!!!

NEWS from Oregon AFSCME Council 75

by Bill Brown

What is the Structure of Oregon AFSCME Council 75?

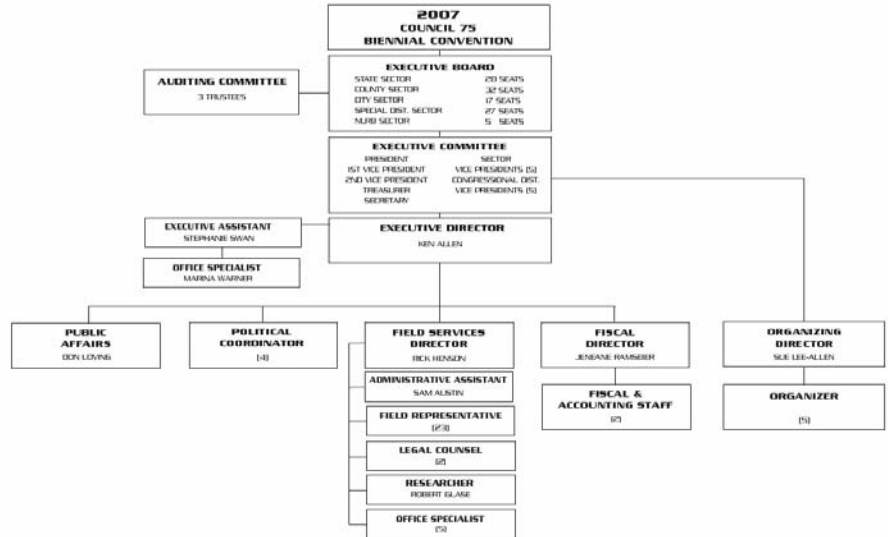
Oregon AFSCME Council 75 consists of over 170 locals in Oregon, representing approximately 22,000 members. These members work for the State of Oregon, cities, counties, special districts, private sector businesses, as child care providers, or are retirees. Every odd-numbered year a convention is held in Oregon where delegates from these locals may make changes to the Oregon AFSCME Constitution, make political endorsements, and elect officers to serve two-year terms on the Oregon AFSCME Council 75 Executive Committee and Executive Board.

At the 2006 convention in Bend, our local was represented by Kevin Downing, Karen Williams, Jack Herbert, Bill Brown, Ben Maynard, and Issa Simpson. At this convention, Jack Herbert was elected as an Executive Committee Vice President for Congressional District 3, representing 23 AFSCME locals in Congressional District 3. Bill Brown and Ben Maynard were elected to the Executive Board representing our local

When the convention is not in session, Oregon AFSCME Council 75 is governed by a 17-member Executive Committee that meets monthly and handles urgent business, and meets quarterly for a joint meeting of the Executive Committee and Executive Board, which has over 100 members. Bill Brown and Koto Kishida currently represent our local on the Executive Board.

The daily operations of Oregon AFSCME Council 75 are conducted under the management of Executive Director, Ken Allen; Field Services, Director Rick Henson; Organizing Director, Sue Lee-Allen; and Fiscal Director, Jeneane Ramseier. In addition to these managers, 44 employees work in AFSCME field

OREGON AFSCME COUNCIL 75 ORGANIZATION CHART



offices located in Salem, Portland, Eugene, Grants Pass, Pendleton, Ontario, and Bend.

What does the Executive Committee and Executive Board Do? A Report on the First Quarterly Meeting in 2008

The first meeting this year was eventful. In addition to the quarterly reports from Council 75 managers and member committees, we dealt with the following issues:

- Endorsement for U.S. President
- Endorsements and political contributions for the May 20 primary
- Audit report, Fiscal Director and Treasurer's reports
- Green Building Resolution (introduced by our local)
- Purchase and renovation of an office building in Salem
- Proposed amendments to the AFSCME International Constitution

Endorsement for U.S. President

By a vote of 60 to 4, the Executive Committee and Executive Board voted to endorse Barack Obama for U.S. President. This decision is contrary to the AFSCME International's endorsement of Hillary Clinton. Oregon AFSCME Council 75 is one of only three AFSCME Councils or affiliates who are supporting Barack Obama instead of Hillary Clinton. To minimize confusion over this issue in Oregon, we have asked AFSCME International not to campaign for Hillary Clinton in Oregon. Our decision was based upon polling of AFSCME members in Oregon, which never showed Clinton to be higher than fourth among candidates supported by AFSCME members during early polling. Recent polls indicate that AFSCME members in Oregon support Obama over Clinton by a ratio of 2:1.

Many of you have seen the articles saying that AFSCME has pledged to spend \$60 million dollars supporting Clinton. I would like to clear up a misconception about the use of dues dollars for political campaigns. This money does not come from your dues

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More NEWS from Oregon AFSCME Council 75

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but comes from voluntary donations made to the AFSCME political action committee (PAC) known as PEOPLE. Political contributions made by AFSCME from your dues are only used for state and local campaigns, and these contributions are made with approval by your representatives on the Oregon AFSCME Council 75 Executive Committee and Executive Board (Jack Herbert, Bill Brown, and Koto Kishida from DEQ sit on the Council 75 E-Board). In return for our voluntary contributions to the AFSCME PAC, the AFSCME International sends Council 75

additional dollars that we can use on ballot measure campaigns.

May 20 Primary Endorsements

The Executive Committee and Executive Board approved political endorsements and made contributions to candidates running in the May 20 primary based upon recommendations made by the Oregon AFSCME Council 75 PAC. Jack Herbert represents DEQ Local 3336 on the PAC. The endorsements were based upon interviews of the candidates. We contacted our stewards to let them

know about the interviews, and several members attended and took part in the interview process. **Green Building Resolution**

Our local introduced a Green Building Resolution that was passed by a voice vote. Leslie Kochan drafted this resolution. Other locals who are members of the AFSCME Environmental Caucus strongly supported the resolution. Green Building is defined as “[a] building that incorporates principles, techniques, and materials that conserve natural resources and improve environmental quality throughout a building’s lifecycle.” The Green Building Resolution will be used to guide renovation activities for the new AFSCME office building being purchased in Salem.

Purchase and Renovation of the Salem Office Building

Many years ago Oregon AFSCME Council 75 Treasurer and Local 3336 member Joe Edney had a vision of Oregon AFSCME investing in and owning its own buildings instead of leasing them. This vision became a reality when AFSCME purchased office buildings in Portland and Eugene.

Recently Oregon AFSCME took the next step by approving the purchase of an office building in Salem for one million dollars and approving up to five hundred thousand dollars for renovations. Renovation will follow green building principles, and experts on green building will be consulted.

ASCFME Organizing Campaigns

Oregon AFSCME Council 75 is currently conducting campaigns to organize employees of Cascadia Mental Health Services and employees of Washington County. Cascadia Mental Health Services employs over 1,000 workers in 7 counties in Oregon.

Members can assist in the organizing campaigns by becoming Volunteer Member Organizers (VMOs). Talking to unorganized workers serves as a good reminder about why workers need unions. For information on how you can become involved in organizing, see our local’s calendar at www.afscme3336.org for upcoming trainings or events, or call Sue Lee-Allen at 503-239-9858.

Look for future articles from me to let you know what’s going on at Oregon AFSCME Council 75.

Oregon ASCFME commits to green building for Salem renovations

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meeting, a resolution was also passed to purchase the building. It is an old warehouse in an industrial area of Salem, commonly referred to as the 1400 Tandem building. Besides the space for AFSCME offices, meetings, and worker mobilizations, it has an additional 3,000 to 3,700 sq ft of rental space. It has 100 parking spaces.

A couple of us from the Environmental Caucus have been added to the Building Committee and participated in one conference call last week to discuss how to implement the resolution. The Committee will be having another meeting on April 17th. The Caucus has also sent various documents on LEED and green building to the project manager (an AFSCME staff person who in a previous life was in the construction business).

At this point the Caucus’ first goal is to find a green building professional to work with the Building Committee. On April

17th at 5:30 pm, the Building Committee, along with some Council 75 Board members, is scheduled to do a site tour of the building and then meet to talk in more detail about green building opportunities. The Environmental Caucus has tentatively arranged for Nathan Good to help out with site walk and presentation on April 17th and to discuss some of the potential opportunities for this particular building. Mr. Good is an architect in Salem, a green building expert and the founder of Green Building Services, one of the earlier and best known green building firms in the region. Mr. Good also managed PGE’s green building program and experience with both residential and commercial green building efforts.

Of particular concern, of course, is keeping costs down. The E-Caucus plans to emphasize how implementation of green building components, whether tied to LEED certification or not, will reduce cost over time, create a healthier and more productive workplace, and create a more attractive rental space

Event and Training Calendar

Date/Time	Event	Location
Apr 10 7 pm	Alternatives for Trade, Immigration & Security	UO Law School, room 175, Eugene
Apr 23 6 pm	<p>All Candidates Meeting: Candidates inform members of their views</p> <p>Federal Candidates: Steve Novick/Rep. for Merkley</p> <p>State Candidates: Kate Brown, Tim Freeman, Rick Goche, Harry McFermott, Nick McKibbin, Donald Nordin, Eldon Rollins, Rep. for Metsger, Vicki Walker, Mike Ward</p> <p>County Candidates: John Ayer, Mike Folino, Marily Kittleman, Susan Morgan, Barbara Nielsen, Doug Robertson, Rich, Raynor, Patrick Starnes, Loma Wharton</p> <p>Sponsored by: Construction & General Laborers' Local 1400 Dan Roberts, Business Manager 541-664-2643</p> <p>Contacts: Jeff Meacham 541-459-2969 Christie Meacham 541-459-2969</p>	Round Table Pizza, 2040 NW Stewart Parkway, Roseburg
Apr 29 5-5:30 pm (schmooze & snacks) 5:30-6 pm (program)	<p>Eugene-Springfield Solidarity Network/Jobs with Justice Social Event and Forum</p> <p>Socialize and hear a short presentation about our Community Standards Campaign.</p> <p>Buy your own drinks and dinner if desired.</p> <p>RSVP by noon, April 24 to be entered in a door prize drawing. For more info and to RSVP 541-736-9041 or essn@efn.org.</p>	World Cafe, 4th & Blair Eugene
May 2-3	<p>LERC Leadership Schools</p> <p>Becoming a More Effective Workplace Advocate</p> <p>Unions 101: Turning Members into Unionists</p> <p>For more information call: LERC Eugene Office, 541-346-5054 or LERC Portland Office, 503-725-3295</p>	Central OR-Redmond
May 17	Steward Training - Module 1	AFSCME Portland Office
May 31	Steward Training - Module 1	AFSCME Portland Office
Jun 6-8	Pacific Northwest Labor History Association Annual Conference	Vancouver B.C.
Jun 7	Steward Training - Module 3	AFSCME Portland Office
Jul 27-Aug 1	AFSCME 2008 International Convention	San Francisco, CA
Aug 8-10	AFL-CIO Summer School	University of Oregon, Eugene
Sep 26-28	Leadership Training Conference	Kah-Nee-Ta High Desert Resort & Casino, Warm Springs

For More Information On LERC Events:
go to the University of Oregon's Labor Education and Research Center's
website at <http://www.uoregon.edu/~lerc/> or call 541-346-5054

IMPORTANT MEMBERSHIP MEETING:

WEDNESDAY APRIL 16TH 2008 at NOON

QUORUM REQUIRED
FOR
VOTE ON DUES

*****PLEASE PLAN TO ATTEND*****

AFSCME Local 3336 DEQ Employees
P.O. Box 40446 Portland, OR 97240

ADDRESS