

Upcoming in September

Stewards Meeting

1st Thursday –6:00

Membership meeting

2nd Thursday –6:00

Contract Vote

Time & location to be announced

The above meetings are held at
The Union Hall located at

3831 Fairview Industrial Dr. SE
Suite # 100
Salem, Oregon 97302

503- 370-2522

Labor Contract is ready for ratification!

By: President

AFSCME Local 2067 Bargaining Team successfully negotiated a very good contract for it's membership. Under the current strain of budget cuts and diminishing funds within the city, the Union Bargaining Team of Mike Higgs, Susan Ballard, Guido Coszalter and Roberta Perez led by President Jack Tucker and assisted by Council Representative Val Andreas successfully accomplished, reaching an agreement with the City of Salem in record time- within two weeks after the contract expiration.

By reaching the tentative agreement AFSCME members gained a **Three Year Contract**, full **PERS** pick up amounting to about (6%), a **COLA** of Min. 2% Max. 4% plus 1 ½% catch up, **Selective Salary** increases for 47 members, raise in the **Insurance Cap** by about \$208 per month (to total \$845), **Life Insurance** increased to \$10,000, **Comp. Time Accrual** increased from 64 hours to 120 hours, increased **Bereavement Leave** language, inclusion of the **Catastrophic Leave Bank** into the contract with minor language changes. In addition to better **Vacancy / Layoff language**, establishment of a **Joint Labor / Management Health Benefits Committee** and **Seasonal Employee Benefits** and **Contract Language** included into the Local 2067 contract.

See more details in the Bargaining Update #11.

Now it is up to the membership to vote on and ratify the contract that the Bargaining Team worked so hard for six months to negotiate. If you work with, or see one of the Bargaining Team members, let them know what you think of their efforts. Volunteer to be on the next bargaining team.

Be sure to exercise your right as a Union Member and VOTE!

Political:

By: Jack Tucker

The November State, County and City Elections will be here before we know it. It is important to all City Employees that we help get **Ted Kulongoski** elected as the next Governor of Oregon and **Linda Bierly** into the City Council position she currently holds.

Political campaigns will begin soon. These two will require our support and participation to win. We (City Employees) can help them by making phone calls, placing yard signs, knocking on doors, talking to friends and relatives and writing letters to the editor. Don't be shy and don't think your help won't matter, every one (1) of us can turn five (5) to ten (10) undecided voters into yes votes.

Union Picnic:

August 31st 11:00 – 3:00

Volcanoes Baseball game

The date for this years baseball game is Friday, August 16, 2002.

If you haven't signed up yet, it is too late for this year's Volcanoes Baseball game. The deadline for reservations was July 19th.

Although last year was a hoot, this year should be a riot! Look forward to seeing you there.

Minute By Minute

July 11, 2002 Membership Meeting

Call to Order: 06:05 PM

Roll Call of Officers and Stewards: Jack T. -Mike H. -Guido C. -Ann B. -Steve B. -Roberta P. -Lynn A., Sonny M. -Sue B. -Allen S., -Brent M.

Absent: Larry F. -Steve K. -Dale M. -Yoly S. -Don B.

Motion by Guido Coszalter to suspend the approval of minutes until next month when everyone has the chance to read them in the newsletter. Second by Sonny. Motion passed unanimously.

Guests:

1. Mary Lou Cornejo – Running for Marion County Commissioner Seat #1

-As a small business owner, and retired military personnel, Mary Lou knows that Marion County needs to adopt a portfolio approach to our economy. She wants to accomplish this task by ensuring an educated workforce. Attracting and retaining businesses and industries that can compete locally, nationally, and globally. Sustaining a clean healthy environment that attracts and retains the talented people who will, and do drive our economy.

-Mary Lou's opponent did not want to pass the levy for public safety or remain it to the voters. Additionally her opponent has taken money from the right wing, which puts her way in front of Mary Lou for political donations. Mary Lou is committed to being tough on crime

and working with our youth to create job opportunities. She is committed to taking care of seniors. Mary Lou is also looking for managed growth for our community. No one likes to be stuck in traffic jams, or look out their windows and not see the beauty the county has to offer. Mary Lou believes we must manage growth to protect what we love about our community.

-She does not want to see what happened in Portland with the janitors being terminated and the private sector being hired to fill janitors vacant positions, here in Marion County. Mary Lou is advocating a Grass Roots campaign, which means that ALL people are important to her. Mary Lou is labor friendly and asking for our support in her campaign. She is asking for any help we can offer, from pitching in with making calls, putting up signs in our yards, making political contributions, etc. Anyone living in Salem or Marion County will see Mary Lou's name on their November ballot.

-Email Mary Lou at: comejomi@attbi.com or call her at: 503-932-6380 for more information.

2. Rick Stucky – Ward 5 City Councilor

- Rick has worked with Mary Lou on several items and found that she is really easy for City Council to work with her. This is the first time that Rick has joined our group since becoming a City Councilor about a year ago. He thought it might be nice to visit with us to see what issues the group may have and explain what he has been doing since becoming the Ward 5 Councilor.

-Rick offered time for the group to have a question and answer session. Jack questioned a CPI issue that came up and Mike Higgs talked about going to mediation on the 17th of July and some of the concerns that we are facing. The biggest sticking point of getting our contract resolved is the medical benefits and changes that are going to happen. The Joint Health Benefits committee is searching for other medical alternatives to try and resolve the high cost of health care. Rick is going through bargaining with his employer as well and just recently learned that the HMO health care is going away. He also feels that the health benefits are very important to the employees. The City told the Council that they want the employees to be conscientious consumers. Our argument to the City is that right now we are all being sold generic drugs wherever possible. Another argument from our standpoint is that the city wants us to train and educate the consumers (employees). The city has not done any type of training or education prior to this point with the employees. The joint labor/management Health Benefits Committee has been in place since our last bargaining session. Negotiations are going better this time than the last time around but we are very close to resolving the issues left and should not have had to go to mediation.

-City Council's future looks good. Rick is optimistic on where things are heading and working with the new Mayor and City Council members. Rick thinks that Janet Taylor may be open to sitting down quarterly to meet with us on issues of concern that we have. Rick tends to vote his conscience on issues that have come up. He has gained a lot of support from Council members, Chamber members, as well as the public.

-Rick talked about the Kuebler Village project that the City Council worked on. He spoke about how he listened to the public from out in that area and the public response was the exact opposite of the way the council was trying to head. As a result Rick voted the issue down because of the public response. When Keizer was formed Rick wishes that they were more Industrial or business park type of development areas, and less of the retail areas within the city. Rick does not see a lot of living wage type of jobs within that area.

3. Wendy Crueger – Parks Department Political Action Committee: Wendy is retired and volunteering her time to this cause. She feels that when she was working and raising a family, there were folks out there who were taking care of her city. Now that Wendy has the time to commit to a project such as this, she feels it's her time to give something back to her city. Parks political action committee is selling T-shirts for \$12.00 each that say Parks/Everyone's backyard and lists all the City of Salem Parks on the back. The funds for selling these T-shirts will be used to support Measures 24-79 and 24-80. Thanks for the endorsements of the Parks Bond and Measure. See the web site at: www.GoSalemParks.com. There are several ways we can help such as working events and walking door to door in September. This committee is trying to educate the public on what this measure will do and how much it will cost. This committee went out to the community to ask about creating new parks, new ball fields, etc. The committee members interviewed 1,500 people and it was then followed up by a survey. From now through November this committee will be attending events throughout Salem and they are asking for our assistance in manning booths, writing letters to the editor, walking door to door, putting out lawn signs, and monetary contributions. If you go out to the web site there is information on dates and events, and ways for you to send email to contacts to ask questions or send in ideas, etc. Wendy can be reached at her email address: Wendy@GoSalemParks.com

Retirees: None this month. There was an error found by the budget committee regarding wrongly paying some retirees. Retirees are to be paid from their time of service with the City, not the Union, but they have to have at least 5 years service and be in good standing.

President's Report: (Jack Tucker)

-E-Board meeting we talked about the International Convention. The 35th annual Convention took place in Las Vegas. Approximately 3,700 delegates attended representing 1,512 locals and 42 Councils from across the United States including Puerto Rico. The delegates voted to amend 41 resolutions, adopted three amendments to the International Constitution and defeated five other amendments on the

floor of the convention. This was a record-breaking convention in that it was the first time that this many resolutions were voted on and passed. Puerto Rico organized 2,700 local members within either the last year or two years.

Some of the resolutions that were adopted included getting Affordable Healthcare for All, Transportation and Nuclear Waste, Labor Law Reform, Meeting the challenges of the 2002 elections, and a New Political Environment for AFSCME Stewards and Action Training Program

Guest speakers included Linda Sanchez (Candidate for US House of Representatives) and her sister Loretta Sanchez (A Current member of the US House of Representatives), Harold A. Schaitberger (General President of International Association of Firefighters), Erin Brockovich (Environmental Crusader-PGE), Ted Kulongoski (Candidate for Governor of Oregon), Ron Kirk (Candidate for US Senate, Texas), and Actor/Activist Martin Sheen.

3,700 AFSCME members participated in a protest demonstration on Fremont Street under the famous lights. We were there supporting our Brothers and Sisters from Culinary Local 226 and Bartenders Local 165, both affiliates of HERE (Hotel, Entertainment, and Restaurant Employees). Casino owners have refused to settle contracts with these Locals, so we said we would give them some of that AFSCME Power! And that is exactly what 3,700 of us did. Enduring the 108° temperature of the afternoon, we marched up and down Fremont Street in front of the casinos that refused to settle their contracts. We also boycotted two other anti-union casinos while visiting Las Vegas. The boycotted hotels included the Venetian and the Aladdin Hotel and restaurants. With 3,700 visitors to Las Vegas not participating in their establishments for five days, that has to hurt!

-Jacks email is down and not working at this time.

Chief Steward: (Mike Higgs)

-Three grievances going on. There is one at step 2 and two at step 3.

-Members sworn into positions tonight include Sonny Mauldin (Treasurer) and Brent Morace (WLTP Steward).

Social Activities/Holiday: (Mike Higgs)

-Ballgame is on and plans are ready. July 19th is the cutoff date for purchasing tickets if you want to go, get your money in now. Tickets and the checks will be put together so that everything is ready for members when they show up at the game.

-Picnic is in the progress stages of being planned. The committee has already decided what they want for food and catering ideas. Mike is checking with Roth's and Brice's for catering the food like hamburgers, hotdogs, chips, etc. A lot of vendors are tied up that weekend at the State Fair. The deadline for submitting coupons to attend the picnic is August 8th. Coupons for the picnic will be included in the newsletters that are going out tonight.

LERC: Labor Education and Research Center (Summer School/University of Oregon): Being held August 2-4. Core Courses include Basic Grievance Handling, Collective Bargaining, Labor and Politics, International Organizing and Solidarity Building. It's an informative, educational, fun course to attend. Our local is handling the registration for our members.

Motion by Guido to extend the meeting to 08:20 PM. Ann Everett seconded. Two no votes. Motion passed.

Good and Welfare: (Yoly Solis. Ann Everett is reporting tonight in Yoly's absence)

-Ann Everett currently has the Buck. The Buck was recently been refurbished. Alice Norton will have next month and following month (July and August).

Membership Services Group: (Guido Coszalter)

-Guido has left two voice mails for Dennis Englehart regarding new employee orientation. Guido wants to have the opportunity to talk with new employees, during the new employee orientation about the local and what it is we are doing. This was a concept that was agreed upon by the City but Guido has not been able to get the ball rolling as yet.

Health Benefits: (Sue Ballard)

-Sue talked with Rick Stucky tonight about the City not taking advantage of Joint Health Benefits committees. These resources could be helpful to employees. Rick did take some notes on this issue regarding the City of Salem not educating employees about the new health care system that is going to be implemented with our new contract. The City's health web page is now up and running on the Intranet.

Budget: (Ann Everett)

-Everything looks good but options and money juggling need to be done in order to meet the guidelines. For being the first time around with working with a budget, the honing skills are being worked on. The members will get to see what the budget looks like in the near future. The committee members are working on fine tuning the budget and Ann is working on putting something together for the members to see.

Newsletter: (Guido Coszalter)

-The newsletter was just picked up from the printer today and Guido is shooting for tomorrow to get the newsletters in the mail. Hopefully the members will have it by Monday. Perhaps we should have an account setup up with Kinko's for newsletter printing.

-There was a question asked about trying to do a bimonthly newsletter instead of the expense of a monthly newsletter. The discussion that followed was that the members are reading the newsletter, and the minutes would still have to be published each month and delivered to the members somehow. We would not be saving any money by doing a bimonthly newsletter. It was a general consensus that everyone wanted to continue with the monthly newsletter. There was a mention of trying to shorten the newsletter to help elevate the cost of sending out newsletters each month.

Political Action: (Yoly Solis. Lynn Amstutz is reporting tonight in Yoly's absence)

-Help is needed with Linda Bierly's campaign. There is an organizational meeting scheduled for July 16th from 7:00 PM - 8:30 PM at Linda's house. Linda's address and phone number are 2308 Ptarmigan St. NW, 503-362-6860. Linda really needs our support and help in order to win the November election.

Treasurer: (Sonny Mauldin)

This report will be expanded in the near future.

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| Checking | \$ 3,390.83 |
| Savings | \$16,426.62 |
| Interest Bearing CD | \$ 94,855.28 |

Council Representative:

-Courses are filling up quickly for AFL-CIO summer School (LERC). Kurt says there are still some spots open, but they are filling up quickly. If you are interested in attending you need to fill out the paperwork and turn it into Val tonight.

-Bargaining Updates at last meeting. Mediation is scheduled for July 17th. The City wants to meet with the Bargaining Team before starting mediation on July 17th. Seasonal contract settled on Tuesday. One item was remaining and the City finally gave in on that item. The seasonals will be included into our contract. Their new contract is retroactive to September 2001.

-Val needs our letterhead for sending the invitations out to Council/Mayor/etc.

Old Business:

Tuesday's are buttons days and this week we need everyone to wear their buttons, and or T-shirts on Wednesday for mediation. We still have T-shirts for sale for \$5.00. You have to attend the monthly meeting to purchase the new AFSCME local T-shirts.

New Business:

-Blueberries Sale: \$24.00 for a flat. Help support Oregon Farm workers and Unionized Agriculture. Order your berries by the flat (12 pints) for \$24.00 or half flat (6 pints) for only \$13.00. Single pints are \$2.25. For more information: Ed Brandt, 390 N. Kinds Valley Hwy., Dallas, OR, 97338, 503-623-5153. After July 23rd contact Candace Nichols at 503-588-9696.-Catastrophic leave banks are at zero again. The last request was filled and we are back to zero again. Please let members in your area know that we need time donations to get the leave bank built back up.

Drawings:

| | |
|-------|------------------------------------|
| \$10 | Sonny Mauldin |
| \$110 | Patrick Long - GS/Code Enforcement |
| | Harry Huskey - PW/Sewer |

No winners, the pot goes to \$120.00 next month.

Good of the Order:

Date for next membership meeting is August 8th (One week before the ballgame, please come and pick up your tickets for the baseball game).

Adjourned: 08:16 PM

Lynn Amstutz
Local 2067 Secretary