

Know your Contract!

By the President

We Begin Contract Negotiations with the City this month! That means we start the process of bargaining a “new” contract. Over the past few months we have received surveys and comments back from the membership telling us what was important to them. Now we (the Bargaining Team) will take your concerns to the table and try to get the “best” contract we can for you. The initial bargaining process may be postponed by a week or two, while we wait for a new Council Representative to replace Kurt Willcox.

We are optimistic this time around, about signing our contract “before” it expires in July. During this past contract period several elements of the process have changed leading us to this optimism- a New City Manager, a fulltime Labor Relations Administrator, several new City Councilors, greater public support and a seasoned Bargaining Team.

It is everyone’s responsibility to read and know our contract with the City of Salem. Local 2067’s Bargaining Team negotiates and bargains the contract every two years. We all work under it and it affects all of us including management.

Changes that are made in the contract are based on the number of requests and or power of your voice as a group. We increase the volume of **your** voice at this time and direct it to the Negotiating Table.

Read your contract- Talk about it . . . We “all” have to work under it.

Meeting Updates:

Membership Services Group

Good & Welfare / Membership
Social Activities / Budget,
Second Thursday 5:00 p.m.

Health Benefits Comm.

Jan. TBA

Newsletter Committee

Jan. (prod.) TBA

Budget Committee

Jan. 5:00
Second Thursday

Stewards Meeting

Jan. 3, 6:00 p.m.
First Thursday always

Executive Board

Jan. 3, 7:00 p.m.
First Thursday always

General Membership Meeting

Jan. 10, 6:00 Guests: Mayor Swaim and Bill Isabel
Second Thursday always

Upcoming in February**Stewards Meeting**

1st Thursday – February 7, 6:00

Membership meeting

2nd Thursday – February 14, 6:00 (Guest ?)

The above meetings are held at
The Union Hall located at

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

503- 370-2522

(side bar)

**Deadline for Feb. issue
of Your Local Voice**

Jan. 17th for articles

Submit Articles to:

Guido Coszalter
(coszalter@worldnet.att.net)

or Jack Tucker
(jw Tucker@qwest.net)

You are the "U" in UNION Be ACTIVE get INVOLVED!

HUMOR for December:

Have you ever thought about these?

Why isn't 11 pronounced onety one?

If lawyers are disbarred and clergymen defrocked, doesn't it follow that electricians can be delighted, musicians denoted, cowboys deranged, models deposed, tree surgeons debarked, and dry cleaners depressed?

Martin Luther King Jr.

Insert the flyer for **MLK** event next month

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“Your Weingarten Rights” (Union Representation during Investigatory Interviews)

By Yoly Solis

An important function of a steward is to prevent management from intimidating employees. The NLRA gives employees the right to assistance from union representatives during investigatory interviews. The rules the Court announced are known as Weingarten Rights.

An Investigatory interview occurs when:

(1) Management questions an employee to obtain information; and (2) the employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says. Investigatory interviews relate to such subjects as: Absenteeism, accidents, compliance with work rules, damage to company property, drinking, drugs, falsification of records, fighting, insubordination, lateness, poor attitude, poor work performance, sabotage, slowdowns, theft, violation of safety rules.

What can a steward do for the employee?

The steward can pre-interview an employee in private before questioning begins. The steward can serve as a witness to prevent any false statements about the meeting conversations. The steward can object to intimidating tactics or confusing questions. The steward can when appropriate give the employee advice on an employee's rights and how to respond to management. The steward can help the employee to avoid making fatal admissions. The steward can assist an employee keep his or her composure. The steward can speak at the interview, but has no right to bargain over the purpose of the interview or obstruct the interview. The steward can raise extenuating factors and present them to management.

Employee Rights:

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, these rules apply:

The employee should request union representation before or during the interview. An employee should not volunteer information or make any attempt to communicate with the employer until he or she has spoken to a steward. An Investigatory interview may be in letterform or in person.

At the employee's request, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives.
 2. Deny the request and end the interview immediately.
 3. Give the employee a choice of (a) having the interview without representation (usually a mistake) or (b) ending the interview.
- If the employer denies the request for union representation, and questions the employee, it commits an unfair labor practice and the employee may refuse to answer.

All union members should carry a wallet size card, which explains their Weingarten Rights. You can obtain a card from any steward or union officer. The card reads as follows:

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without representation present, I choose not to participate in this discussion.

The Wellness Page

By Sue Ballard

By the time you read this, Christmas and New Year's will most likely be in the past. But the results of all that holiday eating will still be around and if you are like most of us, you'll be a rounder person. We are great at making new year resolutions that include reducing that extra roundness we want to get rid of before the better weather comes round. I wish all of you well in your endeavors of health and wellness in the New Year.

The update on the Wellness Program is that the subcommittee is to present their proposal to the Joint City Health Benefits Committee around December 20. If the Joint Committee agrees, the Wellness Program will then be established and begin functioning. I will keep you posted about the result. In order to function, the program will need volunteers, so think about lending a hand.



Health Time

How do I keep cold sores from recurring?

Sun protection, adequate sleep, a healthy diet, exercise and stress reduction are all beneficial in limiting episodes. It may also be helpful to avoid foods high in arginine (an amino acid essential for viral replication), such as nuts, grains, and chocolate. Eating foods high in lysine (another amino acid), such as eggs, chicken, milk, and soy products, has been shown to inhibit recurring infection. Avoid using greasy lip ointments, such as petroleum jelly, on an active cold sore. Such ointments can spread viral particles to neighboring areas of the face, leading to new sores.

If you do experience a recurrence, using zinc sulfate or vitamin C (in either oral or topical form) may speed healing time and ease symptoms. If over the counter topical anesthetics do not help relieve pain, prescription antiviral drugs are available to resolve the infection.



###Humor Time###

The Top 8 Exercises for the New Millennium

8. Tie Bow
7. I Don't Know Squats
6. Inline Standing
5. Waiting Training
4. 50-Year Dash
3. Strep Aerobics
2. Norm and Cliff diving

The #1 Top Exercise for the New Millennium

Synchronized Swelling



Recipe Time

This is a great recipe for breakfast, snacks, picnics whatever. I love them and they have been a staple of my diet for 6 years now. Enjoy these, Brian Bizik.

Brian's High Energy Muffins

2 Cups All-Bran Cereal

0.5 Cup molasses

1.5 Cups skim milk

1 Egg

1 Cup flour

1 teaspoon baking soda

Add All-Bran to the molasses and milk. Soak for 15 minutes. Beat the egg and add it to the bran mixture. Mix or sift flour and soda together and add them to the bran. Fill sprayed muffin tins just over half full.

Bake at 350 degrees for about 20 minutes. Makes 12 servings.

Nutra-nerd info per serving: 115 calories, 1 gram fat, 5 g protein, 20 g carb., 6 g fiber, 5 mg iron.

Articles to come from Guido- Could be front page or not depending on room.

Photo By Guido Coszalter

From L to R Kurt Willcox, Mike Higgs,
Ken Allen and Jack Tucker

Photo By Jack Tucker

Kurt Willcox and Family

Photo By Guido Coszalter

Kurt Willcox will be remembered by
Local 2067 City of Salem, Oregon

Photo By Guido Coszalter

December Membership Meeting (Kurt's Last)

Artwork by: Jack Tucker Design selected by: Local 2067 Membership

Local 2067 Logo: Approved at December Membership Meeting

After months of design selection, changes and final approval Local 2067 has a Logo of they're own! This Logo will be used for our Letterhead when corresponding. It will also be used on buttons and other promotional items like T-shirts, stickers etc.

This new Logo design will be used to recognize "all" Members of Local 2067 as the STRONG, SHARING, CARING and SUPPORTIVE Member from the City of Salem that they really are.

Mayor Swaim and Bill Isabel to attend Membership January Meeting

Mayor Mike Swaim will be supporting Bill as the Mayoral Candidate of choice for the City of Salem. Bill Isabel will be attending our January Membership meeting where we can get to know him a little better. Sometime in the near future our political committee will be interviewing both candidates for the position "City of Salem Mayor". In a conversation with Mayor Swaim he had this to say about Bill.

"You know Bill, the former KBZY Meteorologist (and former federal meteorologist in charge of the station in this region, now retired): the guy who nearly single-handedly resurrected the Salem Chapter

of the NAACP (although he's a white guy); the guy who is one of the creators of the World Beat Festival at Riverfront Park; the guy that served on the United Way Board of Directors; the guy who served this country by volunteering for the US Air Force and serving in Vietnam; the guy who, as Chair of the Chamber Greeters, even set records for attendance, I believe, at their Friday functions; the guy who was selected by the Police Chief to serve on the Chief's Community Policing Advisory Committee, and whose peers on that group elected him to be the CO-Chair. That's the guy. And he did all of this, and a lot more, before ever dreaming of running for public office”.

IMPORTANT!!!

Weingarten what you should know!

By Jack Tucker

It has sadly come to my attention that there are still a number of Local 2067 Union Members who do “**not**” know what the role of their Shop Steward is. Nor, do they know what “**their**” role is and what they’re supposed to do, if / or when they get a Weingarten letter.

What is a Weingarten letter? It is “**one**” part of a process. A Weingarten Letter is an official notification informing you that there is a fact-finding investigation taking place that may or may not result in a disciplinary action against you.

What you should do if you get a Weingarten letter-

You should immediately contact your Union Shop Steward. The Steward will provide you with information you will need to know prior to going to the Weingarten interview. Your Shop Steward has a limited role in a Weingarten interview. He/she is not your spokesperson. He/she can take notes, ask clarifying questions and help you avoid creating problems for yourself. You will need to answer the City’s questions though.

Because the Weingarten interview is an official investigation that is designed to gather information, you should be honest (but brief). Answer only questions that are asked and direct your statement specifically to the question. “**Do not**” volunteer any additional information or events, because they may be used against you at a later time. Never incriminate yourself by adding or disclosing information that is not specifically asked for during a Weingarten interview. Just the honest facts that answer a specific question will be sufficient for this part of the process.

A Weingarten interview is “**not**” a bad thing as part of a process. However, if it is not handled properly it could insure that discipline would follow and possibly increase in its severity.

What you should never do! Never write directly to the Supervisor in response to an issue after you have been given a Weingarten Letter. The written word will almost always be used against you later. Never by-pass your Shop Steward and go directly to the Supervisor. Don’t try to go around the process.

I believe it was **Confucius**, the Chinese Philosopher, who once said, “a lawyer who represents himself has a fool for a client”! Don’t try to represent yourself at a Weingarten interview, listen to the advice of your Shop Steward.

Bargaining Team Selection Completed!

The Executive Committee has completed it's selection of Bargaining Team Members. The team will consist of five (5) Local 2067 members . . . Jack Tucker, Mike Higgs, Sue Ballard, Guido Coszalter and Roberta Perez.