

## **January Meetings:**

### **Membership Services Group**

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

### **Health Benefits Comm.**

### **Newsletter Committee**

TBA

### **Budget Committee**

March  
Scheduled quarterly

### **Stewards Meeting**

6:00 p.m.  
First Thursday always

### **Executive Board**

7:00 p.m.  
First Thursday always

### **General Membership Meeting**

6:00 **Guests:**  
Second Thursday always

## **Upcoming in February**

### **Stewards Meeting**

1<sup>st</sup> Thursday –6:00

### **Membership meeting**

2<sup>nd</sup> Thursday – 6:00

The above meetings are held at  
The Union Hall located at

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

503- 370-2522

## **Submit Articles to:**

Jack Tucker ([jwtucker@qwest.net](mailto:jwtucker@qwest.net))

**Deadline for February issue  
of Your Local Voice**

January 16<sup>th</sup>. for articles

## OFFICERS/STEWARDS

AS OF

DECEMBER 2002

### CITY HALL

Bldg. Safety..... **Sonny Mauldin**, Treasurer  
Finance..... Yoly Solis, *Steward*  
Police..... **Roberta Perez**, Vice President / Chief Steward

### Community Service

Parks ..... Mike Higgs, Lead Steward  
Housing..... Rosie R. *Steward*

### Comm. Development

Planning . . . . . Susan Ballard (**E-Board**)

### GENERAL SERVICES

Fleet Services ..... Steve Blackburn, *Steward*  
**Lynn Amstutz** , Secretary  
Don Baskett, (**E-Board**)

Building Services Brad Brown *Steward*  
Printing . . . . . Ann Everetts, *Trustee*

### LIBRARY

Main ..... Ann Bornholdt, *Steward*  
Miriam Johnson, *Trustee*

### OPERATIONS (PUBLIC WORKS)

Customer Service Allen Stiers, Steward/ (**E-Board**)  
Pumps & Controls..... Larry Fraizer, *Steward*  
Sewer ..... Steve Koops, *Trustee*  
Water.....**Jack Tucker**, President

### WILLOW LAKE

Mechanics..... Dale Menge, *Steward*  
Brent Morace, *Steward*

## **Local 2067 Planning Session**

By: Council Rep. Val Andreas

Our Leadership Retreat was held on Saturday November 23. We had approximately 15 members attend. Margaret Hallock, former director of the Labor and Education Resource Center from the University of Oregon was our facilitator. The all day session pinpointed a number of issues to work on in the coming years in preparation for bargaining in 2005. We identified six goal areas for the next three years. The members prioritized the choices and began work on the top two: Communications and Internal Organizing. The Membership Committee will begin working on these topics in January.

## **2003 Council 75 Biennial Convention**

The Council 75 Convention will take place April 4, 5, and 6, 2003 at the Benson Hotel in Portland. Delegates will need to be nominated and elected to attend

## **Political:**

Our new Mayor Janet Taylor and City Council members Jim Randall, Bruce Rogers and Dan Clem will take their official seats and be sworn in Council Chambers at the noon meeting of City Council on January 6<sup>th</sup> 2003. It would be respectful for Local 2067 to be present at that meeting to welcome them to the chamber, anyone wishing to be present should ask their supervisors now and plan to be there.

## **Martin Luther King Jr.**

By: Jack Tucker

Do you remember Dr. Martin Luther King Jr. and his Dream? Do you remember that he **was assassinated while** at an AFSCME rally in Memphis, Tennessee while walking the picket lines with the sanitation workers? Remember him again on January 20, 2003.

## **“Public Works” Newsletter**

### **Your Local Voice**

By: Local 2067 President Jack Tucker

Over the past three years the City of Salem and AFSCME Local 2067 the City's largest labor union have collaborated to build better working relationships between management and employees. Now, the City has taken this initiative one step further by developing a quarterly newsletter for the Public Works Division and they have asked Local 2067 for their input. Beginning this March with the very first edition, the Public Works Division will be providing space in each of their publications for excerpts from “Your Local Voice” (Local 2067's Union newsletter) or other union editorials.

Local 2067 with a membership of nearly 700 (City of Salem) employees now, is the City's largest labor union and being so, has exposed its members to a wide range of diverse management styles as well as insensitive loose interpretations of the contract and the City's own personnel rules. In the recent past these diverse styles and their interpretations have caused some severe heartburn and extended hours of time invested trying to protect both the employees civil and contractual rights as well as maintaining the city's own management's rights.

Since our Local **begun** working at developing better relations with Management, City Council, the Mayor and other City Staff, the Local 2067 membership have been receiving (overall) more respect and understanding from the City and the number of grievances have slowly been declining. There are still some areas in need of nurturing but as long as we (City/Union) “continue” to work at it, I believe we can make it work across the board throughout the City.

In short, I feel this opportunity to have our voice in the City's newsletter is another step in the right direction to developing more appropriate relationships. Thank you for creating a line of communication between Union employees and the Management Personnel at least in the Public Works Division!

What is your opinion? I want to know! [Jwtucker@qwest.net](mailto:Jwtucker@qwest.net)

## PERS Latest information

By: Executive Director AFSCME Council 75 Ken Allen

Summary of the Governor's PERS Workgroup – the employer's initial proposal seeks 150% of the cuts made outlined in the Lipscomb decision. The Union side has reacted pretty negatively and is trying to get them to a realistic position. We have not put together a counter proposal because their proposal is so far out of line. Next week (12-16-02) we will finally get some numbers from PERS that show how much is saved by each concept we have discussed with management. The biggest problems with the management proposals are that they take away about 25% from current employee Tier 1 accounts and about the same size hit on retirees that have retired since 1996. That year is the first that they filed a lawsuit against the crediting by the Board.

## Questions to the Editor

I received an e-mail from a member at the Waste Water Treatment Facilities at Willow Lake. He was asking about the International Convention that is held at different locations every two years. More specifically he wanted to know what the cost to the local was to send the Delegates, what the benefit to the local were and can any member attend the conventions, as-well-as will the next one be announced in the newsletter.

**First-** The cost to the local was \$3,990 dollars to send four delegates to the International Convention this time in Las Vegas, Nevada. (in 2001 the Local had budgeted \$5,000 for conventions in 2002)

**Second-** The benefit to the local was (as stated in the August Newsletter under President's report) four delegates carried nearly 600 of the local's total votes to the convention floor where they voted to amend 41 resolutions and adopt three new amendments to the International Constitution. They also defeated five other amendments brought to the floor by AFSCME delegates from across the United States. Our delegates also attended workshops and classes daily throughout the five-day event, strengthening each delegate's understanding of unionism and learning how a local should function.

**Third-** Yes, any member of good standing can attend as long as they are nominated and are voted to attend by the membership (Maximum of five delegates). In July total of 3,700 delegates attended the convention.

**Fourth-** The next AFSCME 2003 Convention is April 4-5-6 in Portland, Oregon (announced at the December membership meeting) we will be sending out nomination announcements soon. In 2004 the next International Convention will be in Anaheim, California.

## Free Legal Information

By Don Willner

The Law offices of Willner U'Ren & Hooton LLP are the only recognized attorneys I am aware of, to give our union members a discount on their services. Don Willner has provided this local with some free legal advice to be passed on to our members . . .

All of us have the experience of being asked to sign detailed standard form contracts which are written in tiny print. We are often given a short explanation by the car dealer, rental car agent, insurance, or real estate salesperson, or other business person. Then, not wanting to take an hour to read the document, we sign it. But these documents usually contain clauses that any oral representation is replaced by the written document, so the oral explanation is invalid. They also usually contain clauses that have words like "I have read and understand this agreement."

Most of the time everything works out okay, but sometimes the car, or house, or rental vehicle is a lemon, and the response to any complaint is "but you signed the contract."

The best legal advice is to actually read the document before you sign it. In a major deal, such as the purchase of a house, if you do not understand all of the terms and conditions, have the document reviewed by an attorney. In smaller deals, if you do not understand the wording, at the very least have the document reviewed by a knowledgeable friend.

If you have signed and problems develop, sometimes state law will help. Form sales contracts, which contain waivers such as: waiver of the legal duty to provide a product that is fit for the intended purpose must be "conspicuous." Real estate document language is prescribed by statute. For deals that are so one-sided as to be "unconscionable", state regulatory agencies or the consumer protection division of the Department of Justice may be able to help without charge. Your own attorney may also have good suggestions.

But having said all of this, be careful what you sign.