

## Jan. / Feb. Meetings:

### Membership

Second Thursday 5:00 p.m.

### Health Benefits Comm.

### Newsletter Committee

TBA

### Budget Committee

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

Second Thursday always

## Upcoming in Jan. / Feb.

### Stewards Meeting

1<sup>st</sup> Thursday –6:00

### Membership meeting

2<sup>nd</sup> Thursday – 6:00

## Active Committees and Chairs:

Chief Steward Cell phone (503) 551-4282

Good & Welfare (Ann Everets)

Social Activities (**Open**)

Newsletter (Jack Tucker)

Medical Benefits (Susan Ballard)

Political Activity (Robert Haley)

Membership Co-chair (Roberta Perez – Dale Menge)

Catastrophic Leave (Mary Beth Hostoles)

Budget (Ann Everetts)

Elections (Allen Stiers )

Communications (Jack Tucker)

Joint Labor / Management (Jack Tucker)

## Deadline for Mar. / Apr. Issue articles of Your Local Voice

February 13<sup>th</sup>.

## Submit Articles to:

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

Sonya Scales ([sdslibra@aol.com](mailto:sdslibra@aol.com))

The above meetings are held at The Union Hall  
located at

3831 Fairview Industrial Dr. SE Suite # 100

Salem, Oregon 97302

503- 370-2522

## New Insurance coverage \$2,000 Accidental Death & Dismemberment Insurance

FREE to Local 2067 members. You will be receiving a letter from AFSCME Local 2067 and card from American Life Insurance (AIL) in the mail for you to fill out. If you “do” fill it out, an insurance representative from this unionized insurance company will call on you at home- this is OK!. You are under **no obligation** to purchase any additional insurance and these are no pressure sales however, you may want to listen to what they have to say. If they come to your home the leadership of Local 2067 wants to know if they were forceful in any way. When they leave, they will ask for a canned food donation, this donation will go to Marion Polk Food Share if we desire. This company (American Income Life Insurance Company) will also provide food to our members if they are in need. They have Strike coverage and other union related benefits they will discuss in person.

## Shop Stewards your first contact!

If you think your rights under the contract have been violated or you need to talk to a Shop Steward about a Supervisor or Manager’s actions, call your Local’s **Steward cell phone (503) 551-4282.**

# Joint Labor/Management Committee

City of Salem/AFSCME Joint Labor Management Committee

The JLMC committee has been working for the better part of a year on overhauling the Performance Appraisal (PA). They have redesigned it from the ground up to include Supervisor training and Department Head approval. While the Department Heads are reviewing this new appraisal concept, the JLM Committee will be discussing the Sick Leave issue specifically the area of sick leave abuse.

<u>OFFICERS/STEWARDS</u>		As
OF JAN. 2004		
<u>CELL PHONE (503) 551-4282</u>		
<u>CITY HALL</u>		
Police.....	<b>Roberta Perez</b> , Vice President / Chief Steward	
<u>Community Service</u>		
Parks .....	<b>Tami Patterson</b> (Sgt. at Arms)	
Housing.....	Robert Haley <i>Steward</i>	
<u>Comm. Development</u>		
<i>Urban Development</i> .	<b>Susan Ballard</b> (Treasurer)	
<u>GENERAL SERVICES</u>		
Fleet Services .....	Steve Blackburn, <i>Steward</i>	
	<b>Lynn Amstutz</b> , Secretary	
	Don Baskett, ( <b>E-Board</b> )	
Building Services		
Printing .....	Ann Everetts, <i>Trustee</i>	
<u>LIBRARY</u>		
Main .....	Miriam Johnson, <i>Trustee</i>	
<u>OPERATIONS (PUBLIC WORKS)</u>		
Customer Service	Allen Stiers, Steward/ ( <b>E-Board</b> )	
Pumps & Controls.....	Larry Fraizer, <i>Steward</i>	
Sewer .....	Steve Koops, <i>Trustee</i>	
Water.....	<b>Jack Tucker</b> , President	
<u>WILLOW LAKE</u>		
Mechanics .....	Dale M... ..	

## Membership HOLIDAY meeting “progressive drawing” for December

\$10 door prize: **Steve Blackburn**

Holiday prizes: There were **Seventeen** gift certificates given away

Progressive door prize: **Susan Ballard won the \$240.00**

**New progressive drawing:** Beginning in January, Two (2) \$50. drawings that will max at \$150. Four (4) names will be drawn at each monthly meeting- if no winner, each one will increase by \$10. YOU MUST BE PRESENT TO WIN!

## It's in the Contract

**As a reminder: Vacation Accruals- USE IT or “LOSE IT”!**

### Vacation Accrual “Rate”

1- 48 months service	96 hours per month
49- 168 months service	135 hours per month
169- 228 months service	162 hours per year
229 or more months service	180 hours per year

### Vacation Accrual “Cap”

Vacation accumulation ‘**maximums**’

1- 48 months of service	192 hours
49- 168 months of service	270 hours
169- 228 months of service	324 hours
229 or more months of service	360 hours

**Holiday** Accrual has “NO” cap or maximum- so save those holidays if you can!

## Union Shop Steward

What are they and how can I become one?

The Union Shop Steward is likened to a legal advisor or guardians of the labor contract. They monitor the labor contract and defend Members rights during a disciplinary action and when the hours of work, rates of pay or conditions of work have been violated.

The **Shop Steward** is selected through an election process of the Executive Board and they are compensated a minimal stipend. An **Apprentice Steward**, is an unpaid Steward who is learning and working at gaining the skills necessary to become a Shop Steward, honing his/her skills to be elected when openings occur.

AFSCME Local 2067 will pay for and does encourage participation in continued training as a Steward.

## AFSCME picks US Presidential Nominee Howard Dean

On Wednesday, November 12, 2003 the AFSCME International Executive Board voted unanimously to endorse Howard Dean for President of the United States. The board's vote was based on Governor Dean's record, his position on issues, the energy of his campaign and the overwhelming and enthusiastic support for his candidacy among AFSCME's membership.

The Public Service Union Puts Political Power of Working Families Behind Howard Dean.

## Dues increase

President Tucker

January 2004 the AFSCME International and Council 75 once again has raised our dues. Local 2067 can no longer afford to absorb these increases. In the past we have been able to absorb the dues increases from the International and Council-75 and “not” pass the dues increase along to our members. But it has finally caught up to us.

The Executive Committee and the Budget committee have collectively reduced every line item in the local’s budget as far as currently possible and now, to avoid spending our needed reserve dollars they have elected to raise Local 2067 dues from 1.2% to 1.5% of gross earnings. That is still only **three tenths (.3) of a percent increase** but sufficient enough they feel to cover our treasury. This modest increase should enable the local to absorb any future increases from International and Council-75 for many more years.

The dues increase will not take affect until **July 2004** when all Local 2067 members will be getting a minimum of 2.5% COLA plus a 1% catch up, totaling a **3.5% increase in their wages**. Most will not even notice the dues increase.

## Just open the Faucet!

### City’s Mainline Water Valves

By Jack Tucker

It’s not as easy as it sounds. In order for you to “**just open the faucet**”, the City has laid over 600 miles of pipe and countless numbers of smaller service lines to homes and businesses. Within that 600 miles of pipe there needs to be control valves. These valves are designed to control the flow of water so crews can either install new lines or stop the flow from a water main break.

There are approximately 16,000 water valves in the city of Salem. Each valve is capable of turning off the flow of water from water lines as small as two inches (2”) all the way up to the larger transmission lines at forty-two inches (42”) and fifty-two inches (52”) in diameter. Although, generally the largest valves we operate on a regular bases for maintenance are the twenty four-inch (24”) main line water valves which may require up to as many as one hundred twenty (120) turns to close, some even more.

Each of these valves require roughly one hour of maintenance every four years to clean, exercise, verify current data and update any changes in status or mapping information. The one-hour per valve involves two, 2 man crews working over a four-year period to complete one full maintenance cycle.

In the past few years, the Water Department has implemented a computerized information management system (IMS), where data is gathered in the field by the valve maintenance crews and entered into the laptop computers (then later downloaded to the PC). The crews verify current information on each valve with past information that may have changed since the last maintenance cycle. In addition, the crews survey each valve in the city to verify mapping accuracy and create map updates with corrections whenever discrepancies are found.

Since the Hansen System (IMS) was installed two years ago, the accessibility to water main and water valve information has proven invaluable on more then one occasion. One particular instance comes to mind- the water main break on Liberty Street last year. Information that was available in IMS, coupled with the valve crews knowledge of the area and the use of the truck mounted valve turner- damage to the downtown area was greatly reduced because the cascading flow of water was under control within

forty-five (45) minutes of getting the call. Another break downtown just a week or so ago. There again the water crews closed the necessary valves to control the flow within fifteen (15) minutes of that call.

A number of other water crews maintain the flow of water in the pipes. They replace old leaking lines, lines that are too small to handle the growth in an area, and new developments that require new water mains and water services.

When you open the faucet for a drink- Remember who brought it to your sink.  
**The Water Department!**

## Bob DeLong- City Manager retiring from the City

By Jack Tucker

Mr. DeLong will be retiring on January 2, 2004, so I wanted to get his view of the past 2 ½ years he has been the City Manager.

When asked, “what kind of changes do you feel you have made in the city for the better”? Mr. DeLong said, “It’s been important to have management and employees working together. George Barry in Personnel and the leadership from the Union have been doing a very good job of maintaining that harmony. He went on to say “I feel we have gained a lot of ground from when I first started, back when the City was so close to going on strike. And now we can see the structure of the convention center going up, it is nice to see the things you have worked so hard on maturing in front of you. I think the convention center will be an overall benefit to the city.

I asked Mr. DeLong when we talked on Thursday November 6th, “as you leave the City, what kinds of changes do you feel still need to be made in the City”? He said, “Finances! We need a solid financial base, the General Fund does not have one”. I would like to see the Library form a Library District because that could add nearly \$3 million dollars to the General Fund!

When asked what he thought “we” as employees of the city could do, to assist a new City Manager with his/her transition to the City of Salem when one is selected? He said, “The same thing we have been doing”. He went on to say “the new City Manager will inherit a tremendously talented and dedicated workforce”. He maintained we should continue to work together, especially at the bargaining table.

I mentioned the Wellness Program and said to him, “you were responsible for getting it off and running when you started work for the city”. Bob said, “no, there were people that wanted to do it and were already working on it, I just supported what they wanted and had already started”.

I brought up a discussion we had back in 2000 regarding the need for additional personnel because of the City’s growth and depletion of the workforce and asked Bob, “where do you see our needs now”? He said, “ they are about the same. Police, Fire, Parks and others in the General Fund are stretched out so thinly that I don’t know how much more they can take”! They are asked to do so much that, they are unable to give much more. I feel we are asking too much from some people, we have already been cutting back for a significant time now. If the current measure (a joint effort of City Chamber of Commerce and others called- Kids & Cops) passes it would help. Bob went on to say, “because of deficits our infrastructure is currently not being taken care of the way it should and we will have to pay for it later”.

When I asked Bob what his plans for retirement were he said, “I have enjoyed the 2 1/2 years I have worked for the city but I am ready for retirement! I plan on staying in Salem, becoming a House

Husband and fishing the Santiam. Mr. DeLong said his wife is a Teacher (2<sup>nd</sup>-3<sup>rd</sup> grade) at Fruitland Elementary School where she teaches about 29 students and is now the Union Representative.

## **AFSCME International Convention**

AFSCME International Bi-annual convention is scheduled for the week of June 21<sup>st</sup> 2004 in Anaheim California. AFSCME Local 2067 is eligible to have five (5) delegates attend this convention. These delegates must be elected by the membership no earlier than February 22, 2004. Nominations will be open for at least fifteen (15) days prior to an election. Delegates must have been in good standing with the Local for at least twelve (12) months prior to the convention. All delegate credentials must be completed and returned to the International no later than June 1, 2004.