

March Meeting Updates:

Membership Services Group

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

Health Benefits Comm.

March TBA

Newsletter Committee

March (prod.) TBA

Budget Committee

March 5:00
Need to schedule quarterly

Stewards Meeting

March 6:00 p.m.
First Thursday always

Executive Board

March 7:00 p.m.
First Thursday always

General Membership Meeting

March 6:00 Guests:
Second Thursday always

Upcoming in April

Stewards Meeting

1st Thursday –April 6:00

Membership meeting

2nd Thursday –April 6:00 (Guest ?)

Bargaining Committee

April ,

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 April issue
of Your Local Voice**

March 16 for articles

Submit Articles to:

Guido Coszalter
(coszalter@worldnet.att.net)

or Jack Tucker
(jw Tucker@qwest.net)

HUMOR for March:

No one ever says, "It's only a contract," when language changes affect them.

IMPORTANT !!!

**NOMINATIONS FOR LOCAL 2067
OFFICERS and EXECUTIVE BOARD MEMBERS**

Nominations for executive board members and trustee shall be conducted at the March and April membership meetings.

The following positions are up for re-election:

Two-Year Terms:

President
Treasurer
Sergeant-at-Arms

Three-Year Terms:

Executive Board Member (one position)
Trustee (one position)

Elections for these positions will be held in June. The officers will assume their respective offices in July 2002.

To be eligible for office, a member must be in good standing for one (1) year immediately preceding the election, however, no retired member shall be a candidate for office.

Know your Contract! “NEW CLASSIFICATION”

(As our contract currently reads)

5.3 Pay Range for New Classification

Whenever the City establishes any new classification in the bargaining unit, the City shall establish and implement a pay range and a detailed City classification specification. The City shall notify the Union of the official adoption of the new classification within ten (10) calendar days of its adoption. If the Union disagrees with the pay range assigned by the City, the Union may initiate a Union/City meeting through the provisions of Article 19.4; such meeting shall be held within ten (10) regular City business days from receipt of the Union request. If the pay dispute is unresolved after the Union/City meeting, the Union may initiate collective bargaining over the pay dispute. The provisions of Article 19.6 shall not be applicable to the eventual impasse of these negotiations. The City will treat the disputed pay range as any other pay range for the term of this contract or until negotiations result in the establishment of a different pay range.

Know your Contract! “HEALTH CARE BENEFITS”

(As our contract currently reads)

6.1 Health Care Benefit Program

(a) The City will provide to members of the bargaining unit comparable medical, dental, and vision health care benefits as were in effect on June 30, 1997, or, as an option, HMO plan H-1. The City will contribute up to \$637.80 per month based upon the dependency category of the employee (1 person, 2 persons or 3 + persons). Any difference between this total contribution and the actual aggregate premium(s) shall be paid by the employee through payroll deduction. Such deduction may be made with pretax dollars, if selected by the employee.

(b) Effective January 1, 2001, the “cap” set forth above in subsection (a) shall be increased to \$678.01.

(c) For the balance of this Agreement (from January 1, 2001, through June 30, 2002), the “cap” set forth above in subsection (b) is subject to only one further adjustment should there be insurance premium rate increases. In the event of such increases, the \$678.01 “cap” will be increased by up to the same CPI percentage produced by the CPI formula set forth at Article 5, subsection 5.1 (b). There will be no further adjustment in the “cap” should there be additional premium rate increases during the life of the Agreement.

Contract Bargaining Update!

Contract Bargaining is well underway. Both teams met again on February 5th to put additional articles on the table. Local 2067 has not put anything on the table at this time because they are carefully constructing all the articles that are most important to the membership. However, they will have several issues to open by their next meeting on February 21st. So far, the city has proposed opening and making changes in sixty one (61) articles of our current contract (we only have 136 articles in the whole contract). The City also wants to take away some important language in several of those articles like: **Call Back Time**, where they want to restrict call back to one (1) call per two hour block of time.

Sick Leave Absence, they propose *discipline* for failure to comply with *notification* requirements up to and including *termination*.

Probationary Period, the City also wants a **twelve (12) month probationary period** for career employees.

Over time, and, the city wants to be able to assign overtime work to seasonal employees without offering it to career employees first.

Order of Layoff, the city proposes they may lay off **out of seniority** if it fits their needs and the same with recall.

Maintenance of Standards, the City would like to do away with this article all together and has proposed to do so.

The city wants to include a disclaimer that simply says, “**if it’s not in this contract, it’s not covered**” Finally the City wants to change the language under drug testing requirements from “**probable cause**” to read “**reasonable suspicion**”. And apply that “reasonable suspicion” to several articles including **Searches**.

More bargaining update information will be available through your contact people bi-weekly as we continue the contract negotiations.

OFFICERS/STEWARDS

CITY HALL

Bldg. Safety..... Sonny Mauldin, *Treasurer*
Finance..... Yoly Solis, *E-Board*, Steward
Police..... Jeannette Halvorsen, Steward
Roberta Perez, Steward

COMMUNITY SERVICE

Parks Mike Higgs, *Vice-Pres/Chief Steward*
Housing..... Leona Kernal, Steward

GENERAL SERVICES

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

LIBRARY

Main Ann Bornholdt, Steward
Miriam Johnson, *Trustee*

OPERATIONS (PUBLIC WORKS)

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

WILLOW LAKE

Mechanics..... Dale Menge, Steward
Ben Marker, Steward/Sgt. at Arms

The Wellness Page

By Sue Ballard

I don't have much to report on the Wellness Committee this month. We met briefly on February 13. Two members were absent and the three of us present reviewed some of the applications the committee has received for completing our core committee. Some very qualified and interested people responded. We will meet again soon to complete this process. The City Joint Health Benefits Committee is now meeting quarterly and the next scheduled meeting is in April.

There are several health related observances for the month of March. Here is a list of some of them and web sites you can check out for more information. National Kidney Month, www.kidney.org; American Diabetes Alert, www.diabetes.org; Save Your Vision Week is March 5-11 and National Nutrition Month, www.eatright.org.



###Health Time###

When you ask people about healthy eating they often say that they are confused. That one national group says one thing while another says something completely different. I say. . . yup. They are right. But the groups squabbling are not the scientists (usually). Usually it is one special interest group or supplement seller trying to muck up the waters.

In fact, for the past few years, a few truths have stood up to all criticisms and have shown themselves more true than ever. The biggest: eat more fruits and veggies. Do this one thing and make one of the single biggest changes in your health. One study this week showed that broccoli and other veggies have a newly understood cancer fighter called sulforaphane. This is what's known as an indirect antioxidant because it simulates the body's own forces without taking part in the fight itself. The power of these chemicals is only now being understood. Also, the Mayo Clinic said this week that there is strong data that folic acid (a B-vitamin) fights breast cancer. Again, more fruits and veggies are the rule.

So, some things don't change and eating those fruits and veggies is the way to be.

Brian Bizik, M.S. H.P.D.



###Humor Time###

The Top 15 Signs Your Garage Needs to be Cleaned

15. I don't care what mortgage company you use, they're not going to ask for paycheck stubs from anything earlier than the Eisenhower administration.
 14. After tunneling for two days, you found the fridge and downed a cold "Billy" beer.
 13. Environmentalists picket in your driveway to save the old-growth cobwebs.
 12. You have 12 leaf rakes with a total of 19 tines.
 11. Your annual method of letting it spontaneously catch on fire and sweeping out the ash is making the fire department mad.
 10. Your missing son emerges twelve years after disappearing with a tale of being raised by boxes and old exercise equipment.
 9. Cockroaches won't go in there without 12 pairs of tiny rubber gloves on.
 8. That "funny smell" not only makes your eyes sting, it's stripped the paint off your car.
 7. The bag of mulch says "Ouch!" when you kick it.
 6. The rats have submitted a group list of maintenance demands.
 5. Your spouse may scoff, but you know that complete set of mint condition 1973 TV Guides is going to be worth a fortune someday.
 4. Bottom layer of old newspapers has been compressed into coal.
 3. Mark Burnett turns down the location as the setting for Survivor IV calling it "unsurvivable."
 2. The roaches moved your exercycle to the driveway to make room for condos.
- and the Number 1 Sign Your Garage Needs to be Cleaned...
- "Antiques Roadshow" holds a live broadcast from your driveway.

The Catastrophic Leave Committee request

Today, the catastrophic leave committee received a request from an AFSCME covered employee that will need to be off of work for at least two weeks caring for the spouse who is recovering from surgery. The employee is the only wage earner for the family so the employee really can't afford to take leave without pay, and has only one week remaining sick/vacation hours. The Catastrophic Leave Committee is trying to get the word out that donations are really needed? The committee has given out all funds available, so we have nothing to award this employee.

Sonya, you can place our New Logo on the front page in the header somewhere

