



Your Local

Volume 6

Issue 3

May / June 2004

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Nomination of Local 2067 Officers:

Nominations for Officers opened at the general membership meeting on March 11, 2004. Nominations were reopened at the April 8, 2004 general membership meeting. Nominations are now closed with the following nominees. There is only one seat (Executive Board) that will require an election and that election will take place on the 8th of June 2004 at all the familiar locations (details to follow) with one final voting opportunity the evening of June 10th at the membership meeting.

President: Jack Tucker (PW Water)

Treasurer: Susan Ballard (CD Urban Development)

Executive Board: Bob Lewis (PW Customer Service)
Richard Swyers (PW Water)
(*Incumbent*) Don Baskett (GS Fleet Services)

Sargent at Arms: Robin Stuart (PW Customer Service)

Trustee: Tami Patterson (GE Parks Division)

Union Picnic 2004 (August 14th)

Members at the membership meeting in March suggested a POT-LUCK picnic this year. A picnic committee was assembled and at the April membership meeting decided on a date and place. It will be on Saturday August 14th. at Cascade Park (near Costco) all fees waved.

Because it is a Pot Luck some coordination will need to be developed between now and then. The picnic will begin at 11:00 and end at 7:00 so that some of our brothers and sisters who work different hours can attend and enjoy the occasion along with the rest of us.

The committee is still working on the particulars like assuring we have plenty of ice and soft drinks.

Meeting Updates:

May / June Meetings:

General Membership **May**
Guest: Chris Dugovich
Second Thursday 6:00 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 **June**
6:00 p.m.
(Second Thursday always)

Upcoming in July-August

Stewards Meeting
1st Thursday –6:00

Membership meeting
2nd 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)

Volunteers needed!

Volunteers are needed to help Robin Steward and Ann Everetts pull together this year's potluck picnic. We can always use bar—B-Q's, cooks, servers and help setting up and cleaning up afterwards.

Please come to the next meeting and contact either one of them or announce that you would like to help. We are hoping to be able to go to **Thrill-Ville** again next year (2005) some plans are in the making but they need to be solidified by August of this year.

E-mail at work

If you have e-mail at work that is just what it is, **E-mail for WORK!!!**

Your E-mail address at work is not to be used for personal business PERIOD. Too many employees are getting into trouble for using City equipment and City time for personal business. It is your responsibility to read and know the Personnel rules and Department Letterheads such as D.H. #39 which covers use of City Office and telecommunication equipment, e-mail, voice mail, cell phones the internet.

Remember- you can not delete anything. Everything you do with city equipment is recoverable. Nothing is gone forever!

Catastrophic Leave Bank committee report:

Initially for the Pool Only:

From its inception during bargaining our contract in 2000, through May 2003. The Catastrophic Leave Bank had 48 contributions totaling \$10,500.

However, in May of 2002 Local 2067 bargaining team negotiated an updated Catastrophic Leave policy where anyone in the City (not just AFSCME) could contribute and/or use the available time in the bank. Later that year, through the Joint Labor Management Committee (JLMC), a drafted agreement with the city would allow contributors to be donated (leave-time) directly to an individual.

Direct to Individual Donations:

All but \$207 of the \$10,500 had been used. That \$207 was transferred to the Individual Donation program.

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OFFICERS/STEWARDS

AS OF

APRIL 2004

CELL PHONE (503) 551-4282

CITY HALL

Police..... **Roberta Perez**, Vice President / Chief Steward

Community Service

Parks **Tami Patterson** (Sgt. at Arms)

Comm. Development

Urban Development . **Susan Ballard** (Treasurer)

GENERAL SERVICES

Fleet Services **Steve Blackburn**, *Steward*

Lynn Amstutz , Secretary

Don Baskett, (E-Board)

Building Services

Printing **Ann Everetts**, *Trustee*

LIBRARY

Main **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

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 Shop Steward

Steward cell phone

(503) 551-4282.

**Deadline for
July / August
Issue articles in
Your Local Voice**

June 18th.

Active Committee Chairs:

Chief Steward Cell phone

(503) 551-4282

Good & Welfare (Ann Everetts)

Social Activities (**Open**)

Newsletter (Jack Tucker)

Medical Benefits (Susan Ballard)

Political Activity (**Open**)

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, Susan Ballard and Roberta Perez)

Membership meeting “progressive drawing”

No progressive winners in March!

\$10 door prize: Larry Fraizer (PW Pumps & Control) -

Progressive door prize: 1st \$60. Jill Washburn - Richard Hines

2nd . \$60. Creg Girod - Teresa Amen

progressive winners in April!

\$10 door prize:

Gift Card: Steve Koops

Progressive door prize: 1st. \$65. Dianne Hammer - Jerry Arredondo

2nd . \$65. Jerry Williamson – Nancy boggs

New progressive drawing: That began in January, Two (2) \$50. drawings will max at \$150. Four (4) names will be drawn at each monthly meeting- if no winner, each one will increase by \$5.

YOU MUST STILL BE PRESENT TO WIN!

Meetings are held on the second Thursday of each month.

Forming a Library District

By: Mary Beth Hustoles

Dear Local 2067 members, In the last few general membership meetings, there has been discussion of a library district for the Salem area. Right now, signatures are being collected on a petition for the formation of a district that would cover the same area that the Salem/Keizer school district now covers, minus the city of Keizer. Establishment of a district would permanently increase property taxes by 62 cents per \$1,000 assessed valuation. It would also result in permanent funding for the library, remove the cuts in hours and materials funding that have occurred over the past few years, and provide sufficient funding for small expansions in services and eventual construction of branch libraries in North, South and East Salem.

As a library employee, it is to my advantage to support such a district. I've worked for the city for over 20 years, and I've seen my colleagues and myself threatened with layoffs on an almost yearly basis. I've seen quality, long-term employees, friends of mine, lose their jobs to the elimination of job classifications that makes a mockery of seniority and the idea of job security. But why should other AFSCME members support a district?

I see the reasons as twofold. One, if the library district is formed, all of the money that

the city currently uses from the General Fund to pay for library services would be freed for the city to use for other city services. The fact that city assessments would not be reduced is a hardship for taxpayers, but a boon for city departments looking for more stability in their own funding.

Second, libraries really are essential for a community's health, especially in hard economic times. I work at the branch library, so I just see the tip of how a strong functioning library system is utilized by a community. If you don't have internet or computer service at home for resumes and job searching, the library is there.

If you need materials to research and self-train in a job search, the library is there. If you need a place to take your children for education and entertainment at no cost, the library is there. And if you need a place to continue expanding your own horizons, intellectually, with skill training, or spiritually, the library is there.

Most importantly of all, when you walk in the door, it is free. At least if you live within Salem city limits. A library district would expand those limits to the school district boundaries. And eventually, if the city of Keizer finally realizes the vital importance of libraries, there as well.

Why should other AFSCME members question the value of a library district? There is concern about what would happen to the AFSCME

members from our local who are current library employees. We, with Council 75, would have to decide whether to continue our affiliation with 2067 or set up a separate local.

Our current contract would, at the least, follow us after district formation. There is also the issue of compression, that sticky state of affairs left in the aftermath of Measure 5, which forces general government property taxes not to exceed \$10 per \$1,000 of real market value. If it does, taxes are reduced, local option taxes first, then all the other taxes are "compressed" proportionately.

Any city tax compression would be more than offset by the gain in the general fund from the departure of all library costs, but other taxing bodies could see a reduction in funding. It's not an easy issue.

As a divorced mother of four, trying to survive on a 3/4 time position, I know how money (and the lack thereof!) can drive a person crazy, especially when talking about taxes. But we all know how essential our jobs are to the quality of our lives and the lives of our families here in Salem.

Think carefully about whether you can back this issue. Look at the web-site, www.libraries-yes.org set up by district supporters.

Thank you for your time, Mary Beth Hustoles

Joint Labor / Management Committee

City of Salem/AFSCME Joint
Labor & Management Committee

From February 27, 2004

The committee finalized and signed the MOU's regarding overtime on a holiday and overtime for Public Works (part-time) dispatchers.

The new Performance Appraisal process took up most of our time. One new policy to come out of this new process will be that each appraisal will need to be signed off by the supervisor's supervisor.

This sign-off process will also be a part of his/her (supervisor) own appraisal.

A new PIP (Performance Improvement Plan similar to the Plan of Assistance), will also be initiated. More details will be available later. The City hopes to initiate this new PA process by September 2004. However there will need to be a training period for supervisors to learn and understand all that is required of them and the timelines that they must follow as part of their own appraisal (so we plan, says the committee).

Catastrophic Leave Bank:

Continued from page 2

Six people (all from the Individual Program) have received money from August 2003 through February 2004.

A total of sixty-eight (68) donations have been received

from employees valued at \$20,000.

The majority of the donations have been awarded already with two exceptions.

1. There is still a balance of \$2,858 for one individual (could still be needed in near future).
2. There is approximately \$400 that will not be needed by one individual (being transferred to the pool for another needy person in the future).

More than \$30,500 has been contributed through leave donations and have assisted 15 fellow employees in need.

You are all to be commended for your generosity and responsive compassion for your fellow employees. Thank you!

AFSCME Local 2067
3831 Fairview Industrial Drive SE
Suite #100
Salem, Oregon 97302

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