

## Oct. / Nov. Meetings:

### Membership

Second Thursday 5:00 p.m.

### Health Benefits Comm.

### Newsletter Committee

TBA

### Budget Committee

October 21<sup>st</sup> 5:30PM

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 November

### 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))

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

### 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 Dec. / Jan. issue  
articles of Your Local Voice**

November 13<sup>th</sup>.

# Joint Labor/Management Committee

City of Salem/AFSCME Joint Labor Management Committee

The JLMC has worked very hard over the last nine months trying to revise, redesign and implement a new employee performance appraisal system; one that will incorporate more employee involvement and better monitoring of the supervisors responsibilities. Some of the improved areas are . . . The Employee's own self-appraisal and the Supervisors own superiors review. Part of the Supervisors performance appraisal administered by their Department Head, will be based upon his/her own ability to thoughtfully and precisely complete the appraisals of each employee in a timely manner.

## September Membership meeting “Vote Results”

On September 11, 2003 Local 2067 Membership voted for language changes in their Constitution.

The following “**BOLD**” are Local 2067 Constitutional language change for Article IV sections 3 and 6. The language changes noted in Section 3 will “not” generate an automatic increase in our Dues. As you know we have been discussing the possibility of an increase in dues for well over a year now. The Constitutional change we are submitting to AFSCME International will enable us to maintain a solvent Local without undue expense to our members. And, the Retirement language change will only affect those members that have been employed longer than the Local has been established.

Section 3. Local union dues shall be 1.2 percent of the employees' gross pay or a minimum of \$23.40 per member per month. **The dues may increase in accordance with the minimum dues provisions of the International Constitution and Oregon AFSCME Council 75 Constitutions, to assure obligatory minimum dues requirement.**

Section 6. A member must be in “good standing” for five (5) years prior to retirement **and must have attended at least one membership meeting within those five consecutive years** to receive retirement benefits. A member will receive ten dollars (\$10.00) for each year **the member was in good standing with the union** upon retirement.

<u><b>OFFICERS/STEWARDS</b></u>		AS
OF OCT. 2003		
<u><b>CELL PHONE (503) 551-4282</b></u>		
<u><b>CITY HALL</b></u>		
Police.....	<b>Roberta Perez</b> , Vice President / Chief Steward	
<u><b>Community Service</b></u>		
Parks .....	<b>Tami Patterson</b> (Sgt. at Arms)	
Housing.....	Robert Haley <i>Steward</i>	
<u><b>Comm. Development</b></u>		
<i>Urban Development</i> .	<b>Susan Ballard</b> (Treasurer)	
<u><b>GENERAL SERVICES</b></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><b>LIBRARY</b></u>		
Main .....	Miriam Johnson, <i>Trustee</i>	
<u><b>OPERATIONS (PUBLIC WORKS)</b></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><b>WILLOW LAKE</b></u>		
Members	Del Monte, Steward	

## Membership meeting “progressive drawing” October

\$10 door prize Mike Younk (Sewer Department)      No winner present for the \$240. Prize

Chris Dugovich Executive Director Washington AFSCME Council 2, attended our September membership meeting and spoke to us of his bid to get re-elected as the Vice President for AFSCME International Western Region.

Ken Allen Executive Director Oregon AFSCME Council 75 attended our October membership meeting and announced his bid to run for the same position. Last July, the Executive Board and all members of Council 75 in attendance at the Convention in Portland elected to nominate and support Ken Allen in his run. An election will be held next summer 2004 at the Internationals biannual Convention in Anaheim, California.

## United Way

United Way is asking AFSCME Local 2067 to get involved with this years' fundraising campaign. Donate on behalf of AFSCME so we (the organized employees) get some of the credit! For information on distributing contribution forms contact Rebecca at United Way (503) 363-1651.

## AFSCME Northwest Regional Conference Olympia, WA

October 17-18, 2003 Two members of Local 2067 attended the Regional Conference where they had an opportunity to attend workshops, listen to key speakers like U.S. Senator Patty Murray (Washington State) talk about fighting against the government taking away the 40 hour work week and overtime pay. She said we did win the 25% pay cuts that were proposed. She said the unions are working hard to increase opportunities for all and the Bush administration is working hard to reduce opportunities.

**Chuck Loveless AFSCME Director of Legislation** spoke about how we (municipal employees) are at ground zero in a deficit crises. All State, County and Cities are facing deficits, some are loosing health benefits coverage. Prisoners are being let out early and over 660,000 state and local jobs nationally are already gone. Chuck talked about President Bush's \$20 billion dollar plan to rebuild Iraq. For example, Bush requests handheld radios/phones at a cost of \$6,000 in Iraq and as low as \$54.99 in the US. Bush requests newly constructed prison beds at a cost of \$50,000 in Iraq. It only cost \$14,000 in the US. Bush requests money for classes for one month at a Business school at a cost of \$10,000 in Iraq. It only cost \$4,000 to attend Harvard. And the Witness Protection program for one Witness it will cost \$200,000 in Iraq. Under the U.S Federal Witness Protection Act in the U.S. it only costs \$10,273 for one witness.

**"The American Party Act" (H.R. 1738)** requires Congress to match its spending to rebuild Iraq, with a dollar-for-dollar investment to meet America's own needs. Chuck said the voluntary P.E.O.P.L.E. dollars that we contribute form our paycheck help us support House Bills like this one. For our future, we all need to contribute to and support P.E.O.P.L.E.

Chuck also talked about other issues on the front burner like Medicare, Prescription Drugs and the Bush Overtime Regulations.

**Larry Scanlon, AFSCME Director of Political Action** talked a little about the need for us all to get involved in politics. Even if it is to contribute to P.E.O.P.L.E. He said President Bush holds \$2,000 per plate fundraisers and raised millions for his campaign. We (Union supporters) can only contribute through contributions like the people program. If each member would contribute just \$2.00 per pay period that would be a significant enough to address the funding needed to support a candidate of our choice for President. He also said, "If we do nothing, we will be very sorry come December 2004".

**Union Plus Mortgage** has a package exclusively for union members and their families to refinance there current home or purchase a new one. They offer payment assistance benefits for members who are unemployed, disabled or on strike. They have loan programs for members with "all credit types". Program benefits for both parents and children. And a full range of mortgage products, low down payments, & competitive interest rates.

They promise lower closing costs, strike benefits, disability and lay-off protection where they will loan up to six months principal and interest free. And, they say their loans will never be sold to another company. I found this to be good information.

