

## Upcoming in October

### **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

*(Sonya this article is for the Front Page, please “delete” the copy in red after editing)*

## **Local 2067 Contract Ratification**

### **Seasonal Employees Ratify their “new” contract!**

Seasonal employees voted to ratify their portion of the contract (Article 23) on August 8, even though it meant some were left with no other choice- but to end their own jobs sooner than expected.

The President of Local 2067 Jack Tucker vowed at the August 8 membership meeting to do something to either get the language changed in the contract trying to save their jobs or prolong the inevitable- job losses after nine months of employment (which were retroactive back to September of 2001). Jack was able to schedule a meeting with the City’s Labor Administrator George Barry on August 13, 2002 where he and Council 75 Rep. Val Andreas were able to negotiate a change in the contract. The change was to begin the nine month employment cycle on July 1, 2002 effectively giving the seasonal employees that were due to be laid off in a week or so an additional nine months of employment.

This gives us nine months Jack said, to try to work something out the will either end the three month layoff language or do something creative that will maintain jobs for the seasonal employees. Jack has vowed to continue working on this. As a matter of fact, he has a Joint Labor / Management meeting on August 28 where he will be bringing this issue up.

## **Political:**

By: Jack Tucker

The November election is coming upon us very quickly. We need to increase our efforts now to assure the nominees of our choice get elected. Linda Bierly is running for City Council and needs our help and support. Linda is running for the Ward 8 (West Salem) seat against Dan Clem. Linda has already proven herself over the past several years, and even more recently as she has been filling in for Glenn Wheeler, after he resigned his seat.

Local 2067 has endorsed Linda and contributed money towards her campaign. We have also been active within her campaign but she will need more help like posting signs, handing out flyers and making phone calls. Please try to donate at least one hour this fall, towards ensuring an equal or better balance of favorable City Council seats.

## **Don't forget to vote on the Parks Bond.**

### **Union Picnic:**

August 31<sup>st</sup> 11:00 – 3:00

### **Volcanoes Baseball game**

Friday, August 16, members, family and guests of local 2067 were treated to a night out at the Volcanoes baseball game. This was a very enjoyable evening! We socialized and were able to put aside the stressful events of the past several months like contract bargaining, grievance handling and health benefits decisions.

## **PERS Retirement system changes**

### **New actuarial tables:**

The PERS board adopted new mortality tables (August 12) using the "immediate implementation" method.

This means that, beginning on January 1, 2004, when the new tables take affect, all employees who retire on or after that date will get a benefit that assumes they will live some four years longer than the old mortality tables contemplated. This means their monthly benefit will be proportionately less to accommodate the increased number of years. The rule-making procedure that must still take place may change things somewhat.

SEIU Local 503, OPEU disagrees with what the PERS board did today because it does not protect employee's contract rights and other methods of implementation are available.

The Union will work to protect workers' rights during the rule-making process and may go to court.

The new actuarial tables approved today include a "look back" provision. That means that for employees who retire on or after January 1, 2004, PERS will "look back" to December 31, 2003, and make sure your retirement benefit is not less than it would have been had you retired on that day.

SEIU 503 members who want to help protect their PERS rights during the rule-making process should contact the Union's political department at Headquarters.

## **Catastrophic Leave Appeal**

August 14, 2002

Mary Beth Hustoles  
union representative, Catastrophic Leave Committee

Our new contract includes the permanent addition of the Catastrophic Leave Fund, a program that was set up on a pilot basis in our last contract. Over the past two years, this fund has successfully given thousands of dollars in monetary help to AFSCME employees who have depleted their own vacation and sick leave accounts- and still have a pressing need for time off, due to a <sup>3</sup>non occupational catastrophic illness, injury, impairment, or physical or mental condition that requires inpatient care in a hospital, hospice or residential medical care facility, or a non occupational illness, disease or condition that in the medical judgment of the state licensed treating health care provider poses an imminent danger of death, is terminal in prognosis with a reasonable possibility of death in the near future, or requires constant care.<sup>2</sup> These hours can also be used by a AFSCME employee who needs to care for a family member with a like condition. Where does the money come from? Donations come from fellow union members who choose to give a portion of their accrued vacation, compensatory or holiday leave hours. We currently have outstanding requests that the committee that administers the fund cannot award because our current fund balance is \$0. Please consider helping. Donation and request forms are available from your union steward or Dennis Engelhard in Personnel.

August 8, 2002  
Membership Meeting

Call To Order: 06:00 PM

Roll Call of Officers and Stewards: Jack T. -Mike H. -Sonny M. -Guido C.-Don B. -Allen S.  
Tami P. -Susan B. -Yoly S. -Larry F. -Ann B. -Dale m. -Steve B. -Steve K. -Ann E. -Miriam J. -Brent M.  
Absent: Brad -Roberta P. -Leona K. -Lynn A.

Motion by Guido Coszalter to dispense with all non-essential business and get right into the bargaining issues.  
Kelly Whitegon seconded. Motion passed unanimously.

Treasurer: (Sonny Mauldin)  
Checking: \$ 4,843.57  
Savings: \$15,841.87

Interest Bearing CD: \$ 95,368.01

-Steve Blackburn motioned to accept the treasure report. Jim Fetkovich seconded to accept the report. Motion passed unanimously.

No Retirees present this evening.

Contract Information: Seasonals and Career Employees  
Council 75 Representative Val Andreas:

-Val came into bargaining for the seasonals midway through the procedure. A tentative agreement was reached by the bargaining team on the contract language. The information was sent out to all seasonals by Val informing of them of what had been agreed upon. The hottest topic Val is hearing about via phone calls and emails is the 1,560 working hours, 9 months of employment with 3 months off. Seasonals were originally hired for a 9-month work period. In many cases seasonals were able to work 9 months, take a month off, then be rehired in a different department. This issue was a real sticking point for the City and there was not much moving room. We are stuck with the 9-month working period that the City insisted on.

Highlights of Seasonal Contract:

-Roll seasonals into present contract.

-We wanted language for the ability of filing a grievance if standards were violated.

-Paid leave banks of 40 hours.

-Pay increases.

-After passing the probation period as a seasonal you will get the benefits of the new language of this contract, which include pay increase.

-Bilingual 5% additional pay when asked to translate on the job.

-Shift differential pay. The pay for this is .35 for swing .40 for graveyard.

-Overtime/Comp time Pay. If you don't want to be paid in overtime you can accrue up to 40 hours of Comp time.

-Vacancies. If you have been laid off after working for the City in the past, and you are qualified for a certain position, and the City does give it you, you have the right to grieve this.

-The contract is retroactive to September 4, 2001. Technically the City can't hold your leave and not pay you when you are finished working the 9 months.

-We need to have input from the seasonal members so that three years from now we have a good idea where we want to focus our bargaining for the next time we go back to the table. You need to sign a membership card and become a member if you are not already in order to vote on the contract.

-Leave for seasonals is accumulated for that year only. If you don't use your leave, you will be paid at the end of your 9-month working period. The leave is not accumulated from year to year.

-Lots of seasonals are wondering if they have been working continuously prior to September 4, 2001 when are they going to be getting laid off? Val was unsure how the City was going to implement this, she will check back with George, and let the group know.

-Seasonal bargaining team lost members during the bargaining process. What happens when the bargaining team members drop off during bargaining? Because there is so much happening with bargaining there would be no way that someone could just step in and know what was going on. Therefore typically the members that dropped out are not replaced. This is another reason why it's critical that the bargaining team members be selected carefully and that they understand they need to stick with the bargaining until it's over.

-Recall Rights. Please explain how this is going to work for seasonal employees. Seasonals are concerned that now they will be laid off for a period of 3 months, during which time, the City could hire a new, seasonal to take their place while they are gone. Is it possible that they could lose their position for 9 months? Once your 9 months is finished, that is it, you are finished and your time stops. If you are rehired then you time starts again.

You will still need to accrue the 1500 hours. We are hoping to take this to this issue to the Joint Labor/Management Committee. Management is having a fit over this, they want to keep the seasonals working that are already trained and know the job. Everyone that was on the bargaining team agreed to all of these issues and they were TA'd (Tentative Agreement) at the table. Once an item is TA'd at the table, you can only re-open the item if both parties agree to it.

-What happens to seasonals who work 8 months and get laid off? When they get rehired do they only get to work for 1 month at that point, or does their time start over?

-We either need to ratify and sign the contract or prepare for a strike. There is no way we can waive on this one issue. Questions regarding striking, and cooling off periods ensued. If the seasonals decide that they don't want to ratify the contract, they will have to strike which could mean that their positions could be filled in their absence.

Ideas were thrown out for holding a rally and showing up in front of City Council. Management is just as upset because they can't get the job done without seasonals, and retraining is not cost effective.

-Could we get a promise from the general membership that we have the local behind us in going to bat for the seasonals regarding this 9-month working period issue that the City has set? The entire membership is upset over this and will be working hard to resolve this difficult issue on everyone's behalf.

-Concern on behalf of the seasonals that not everyone was included and contacted from our list. Guido explained that he gets a updated list from the City but it's usually 3-4 months behind and not always current. If you signed a membership card, your name should be on the list. If it's not on the list, just sign another card and you will be eligible to vote and ratify the seasonal contract.

#### Career Contract:

-When is the City going to stop taking money out of our paycheck for covering our additional insurance premiums on family plans? Some people had heard it was going back to January 1, 2002, but that is not the correct date. The retroactive date is to July 1, 2002. We still don't know when the City will stop deducting the money to pay into the insurance coverage co-pay, but you will be entitled to it back to July 1, 2002. The City did say that it's going to take a few months to implement this policy. Until the contract has been ratified the deductions will continue.

-Selective Salary increases were made for a few classifications in PW Inspections. There were no considerations taken for compaction of classifications above and below the selective salary increases that were given. Val has gotten quite a few phone calls due to this issue. The City is going to have to go back and look at the selective salary increases and consider all compaction problems. A reclass process will need to be done in order to get the classification compaction problem resolved. Jim Fetkovich mentioned that if we ratify the contract with the compaction problems, the City will never move to resolve the problem. Sonny disagreed with Jim that the City will take forever to resolve this issue. Its in the City's best interest to resolve this consequence of error quickly because there are several classifications that are effected by the selective salary increases. Val is going to make this a top priority once the contract is ratified.

-Health Insurance, what are we getting? There are still lots of questions looming regarding the new health insurance and how it's going to work. The dilemma on this issue is that HMO is going away in January and we are going to have to change to another insurance plan. The City gave a chart of medical and prescription coverage on the day of mediation. There was nothing presented by the City prior to that time. The Joint Health Benefits Committee is going to be working on finding less expensive alternatives for health insurance. For individuals, you will be paying a 20% co-pay up until you reach a \$5,000 deductible on the new PPO Blue Cross insurance plan.

-Overall the general consensus was that this bargaining process went much better than the last time we bargained. We also made some real improvements in language areas of our contract. The hardest bargaining issue we had this year was the health care benefits.

-The ratification vote for our contract will be held next Thursday, August 15, 2002. A flyer will be printed and distributed letting everyone know the times and places of where the vote will take place. A second membership meeting will be held on Tuesday, August 13, 2002 for people who were not able to make it this evening and want information about our contract before voting to ratify.

Voting took place for Seasonal Employees to ratify their contract this evening.

#### Drawings:

\$10                    Mike Higgs  
\$120                  Bruce Partridge – CS/Parks  
Douglas Smyres – PW/WLTP

No winners present, the pot goes to \$130.00 next month.

For the Good of the Membership: The next monthly meeting will be September 13, 2002.

Adjourned: 08:00 PM

Lynn Amstutz

Local 2067 Secretary