

# LOCAL 88

## Present:

Larry Bartasavich, Becky Steward, Lee Dudley, Gary Sinnen, Dierdre Mahoney-Clark, Michael Hanna, Gloria Robayo-Trujillo, Jeanne Ramsten, Gary Magnusson, Val Andrus, Bryan Lally, Lori Ubell.

## STATEMENT OF PURPOSE:

To assist in creating cost-savings for the county so that the job cuts can be kept as low as possible, impacts on the community and families minimized, and our core services the county provides can be continued effectively.

## SUMMARY OF PRIORITIES

1. Save as many Local 88 positions as possible.
2. Preserve programs, services, & institutional knowledge.
3. Local 88 will not accept more than 60% of cuts.
4. Get a fixed ratio of staff to management: 10 to 1.
5. All budget agreements are for 12 months at a time. No exceptions.
6. Dollars spent should give county good value.
7. An honest, open dialog between us & the county.
8. Cut contract work before any Local 88 positions.
9. Keep our members informed.

## JOB-SAVE RESCUE OPTIONS:

Estimated Savings:	Local 88	All County
Suspend COLA	\$4,956,728	\$10,077,357
Defer Step Increase	N/A	N/A
37.5 HR Work Week	\$7,774,887	\$15,745,871
36 HR Work Week	\$12,391,820	\$25,193,393
32 HR Work Week	\$24,783,640	\$50,386,787
1 Week Furlough	N/A	\$4,844,883

NOTE: All options are considered temporary measures to get us through the budget shortfall period. Negotiated every 12 months.

## RATIO FACTS:

DA: 1:16	MCSO: 1:14
DCHS: 1:7	Average: 1:6
DCJ: 1:6	
DCM: 1:3	Total saved if ratios are brought into 1:10 alignment: \$26 million
DCS: 1:4	
HD: 1:4	
Lib: 1:6	

## FULL SET OF MINUTES

1. Becky began by going over the agenda.
2. Becky went over some new figures, which were very illuminating:
  - a. In examining the ratio of workers to management, we discovered that the ratios are awful in most all departments.
  - a. If we strove to achieve 1:10 countywide, the management reductions alone would product \$25 million in savings. (Keep this fact confidential until after negotiations).

# MINUTES CONTINUED

- a. Lee mentioned that the kinds of management reductions these numbers represent could force reorganizations. Since budget is about to occur and some departments plan to reorganize now anyway, this is perfect timing to reveal this to the chair's office.
  - a. More than 400 surveys have been taken, and the preliminary survey results were reviewed. The comments so far (161) to the survey were reviewed.
  3. The survey results were very much in favor of the proposals.
    - a. The written comments were also largely in favor of the proposals.
    - a. Many comments were about putting responsibility back on to management.
  4. Dierdre felt that we need to revisit the elimination of programs to save dollars.
    - a. Lee felt that we should not overcomplicate this. The answer for management is pretty simple. Number of managers per supervisory group should match the ratio of 1:7 or 1:10 or thereabouts. Groups that don't fit it should be scaled down or combined under other managers. Any programs that are to be cut are management's decision. If they choose to cut a program that we feel vital about, then we can fight for it.
    - a. Michael felt that management will not be able to resist the pressure to bring the ratios into alignment.
  5. Chris recommended that we put together a set of presentation materials for both the town hall and the chair's office.
    - a. Becky stated that she and Lee will be working that up this weekend as was planned from the last meeting.
  6. Gary Magnusson Maybe Sheriff Skipper comes out publicly with staff to management ratios within Departments. Ted Wheeler has a lot of political allies in the business world to provide cover to him to do the right thing on cuts. At Budget Town Hall, cover the items that need to be voted on by membership, versus what management can do unilaterally.
  7. **Presentation outline** for Town Hall and to use with management:
    - a. Basic background information regarding the budget shortfall
      - a. Review the statistics (in condensed form)
        - a. Survey results
          - a. Required factors
            - i. Limited 12-month adjustment
            - ii. Requires reduction in management position
            - iii. Others: Next steps
              - a. Next Steps
                - a. Additional Suggestions (collecting cards & ideas)
                  - a. Short range and long range
8. Proposed a Theme for the Campaign this represents that we can always take our arguments back to.
  - a. Jokingly, the group provided: "The needs of the few outweigh the needs of the few or the one. So suck it up!" Lots of laughs.
  - a. Exercise at the beginning of the town hall. Count off the group. Divide off 20% of the room and have them stand, while everyone else sits. Make the point that this is what we are faced with if we don't do something; it's why we chose to meet and come up with ideas.
9. Argument exercises:

**Argument:** I can't do these cuts because I'm too close to retirement and it will affect my PERS.  
**Counter Argument:** Perhaps that person should rethink their retirement date, sad as that is. This is shared

**Fixed Ratio:  
10:1 for the  
county?**

sacrifice and it hurts everyone; there is a greater good that we all morally have an obligation to work toward. Ultimately, there is no response. A decision must be made that is in the greatest good for the greatest number; not just the needs of one person. Also, without shared sacrifice, you may have to bump someone and be somewhere you didn't want to be without making the sacrifice.

**Argument:** I don't want to take any cuts unless something is done about the management.

**Counter Argument:** We agree and intend to bargain it. We have numbers we seek to achieve on that as well (workers to management ratio). We are glad you feel that way; would you be willing to picket if it comes to it?

**Argument:** I have two kids and we live on food stamps. How can I take a pay cut?

**Counter Argument:** Would you rather have 80% of what you make now, or 80% of nothing (if you lose your job)?

**Argument:** You can't tell me that if we cut out waste in contracting, purchasing, and other areas where fat can be trimmed that we couldn't save enough to avoid having to take any cuts. Why don't we explore these rather than cuts?

**Counter Argument:** If you cut every bit of waste out of the budgets, it would be pennies on the dollar. All of those savings would not make \$35 million. For example, in looking at going to only one healthcare provider would only save us \$800,000. That still leaves us with \$34.2 million to make up. We've looked at it and we will be making recommendations at reducing waste to save money. But it has to be combined with other options; and the ones we're proposing are the only ones that get us there with as little pain as possible.

# MINUTES CONTINUED

**Argument:** How can I afford to take a week cut all at once?

**Counter Argument:** There are some temp jobs that would be available for a week at a time. The union plans to bargain how this gets paid out; spreading cost over your checks for the entire year so that you do get a paycheck for that week.

**Argument:** Why don't we get rid of bus passes to save?

**Counter Argument:** County does it because they get a tax break; so it saves the county money, actually. And the people who use it most are the ones who can least afford to lose it. It's also an insignificant amount of money.

**Argument:** Why don't we just close the buildings for a day and put everyone on 4 10s.

**Counter Argument:** Doesn't save enough money, only saves about \$600,000.

**Argument:** Are there any early retirement options being discussed?

**Counter Argument:** It actually would cost more to buy people out early than it would save. Plus many people who retire early have to go back to work because they cannot afford health insurance.

**Argument:** People with a lot of seniority; they feel they've earned it and that to take these cuts sacrifices the principle of seniority.

**Counter Argument:** If we don't minimize the cuts now, the next time it may be you. This is shared sacrifice and it hurts everyone; there is a greater good that we all morally have an obligation to work toward. Ultimately, there is no response. A decision must be made that is in the greatest good for the greatest number; not just the needs of one person. If you want to enjoy your seniority, you will want to save those coworkers you work with. Otherwise, you'll have to work harder for their lack of presence. And solidarity is as important as seniority. We haven't been facing cuts like this before, so we have to act and the principle of seniority can't be paramount; an injury to one is an injury to all.

**Argument:** How can you ask us to take a cut when we just negotiated the last contract? We planned our future on that.

**Counter Argument:** Your future has changed. The economic downturn was not predicted. But that's why the members are going to vote on it. When we bargained the contract, we were bargaining in a different climate and world. And keep in mind this isn't a permanent sacrifice.

**Argument:** Our jobs are too important that we're not going to face any cuts.

**Counter Argument:** Many jobs can be contracted out. With numbers like we're facing, no one's job is safe. No program is safe.

**Argument:** Why would I sacrifice for other employees who don't carry their weight?

**Counter Argument:** What have you done to see that back work habits and behavior is stopped? Who will do their work when they are gone? And that doesn't mean that the person who's lazy won't get laid off, it may be your job that you save.

10. ACTION ITEM: Get OrgPublisher software to review Org Chart data: All. (Contact the Help Desk to have the plug-in installed on your PC).

ACTION ITEM: Work on Town Hall snacks and drinks: Gary Sinnen and Michael.

ACTION ITEM: Bring large coffee maker and cups: Dierdre.

11. Debriefing meeting on Tuesday, December 16 at 6 PM. Short meeting.

12. Meeting adjourned.

## Town Hall Team

Becky Steward

Michael Hanna

Bryan Lally

Lee Dudley

## Next Meeting

Tuesday, December 16 at 6 PM  
Oak Room, Multnomah Building

## Town Hall Meeting

Monday, December 15, 6-8 PM  
Board Room, Multnomah Building

## Opening Exercise for T.H.

Count the group. Divide off 20% of the room and have them stand, while everyone else sits. Make the point that this is what we are faced with if we don't do something; it's why we chose to meet and come up with ideas.