



## President's Report May 2017

### Temp and On Call Organizing

On Friday April 28 we filed a Unit Clarification with the ERB. We technically filed two UCs, one card check and one election, just to cover our bases. There are still a few hoops to jump through, but we are well on our way to the Temp and On Call employees being included in the bargaining unit. It is possible that bargaining will be folded into the successor bargaining, but it is more likely that we'll be bargaining that separately.

In an election process, ERB will conduct a secret ballot election where employees have the opportunity to submit ballots (by mail or by ballot box in the workplace) on the action being proposed (e.g. joining a labor organization, expanding a bargaining unit, etc.).

In the card check process, employees sign documents (authorization cards) that state that they wish to be represented by a particular union without the formality of an election. In card check cases, employees effectively cast their votes for representation by signing these documents. If a majority of employees sign authorization cards, ERB will certify the labor organization as the exclusive representative. However, an election may still be held if 30% or more of the affected employees submit a petition showing that they prefer that an election be held to determine whether a majority of employees want to be represented by a labor organization.

### Layoff Committee Update

The first meeting of the County Wide Layoff Committee was April 27. In that meeting we reviewed the positions to be cut and the current vacancies, by department. We will not meet to start working through bumping scenarios until after May 22, and then we'll be meeting weekly. At a high level, County wide, there are 139 filled positions that are slated to be cut (130 FTE and 9 PT).

I am cautiously optimistic at this point. The departments have done a good job holding open vacancies. While there is still a lot of work to do to ensure impacted employees have positions, as an example, the Health Department has 97 position cuts (down from 143) and 93 Local 88 vacancies. Of those, there are 13 OA2s to be cut, but there are 11 current and 3 new vacancies. 10 OA Sr. cuts and 5 vacancies. Among Mental Health Consultants, there are more vacancies than cuts. Somewhat related, there are 21 Certified Medical Assistants (CMA) that have not yet passed their certification exams and will be terminated effective 7/1. Only 6 CMAs are scheduled to test before the end of the fiscal year.

#### Timelines:

KSA freeze is in effect until June 30.

Budget Adopted May 25.

Voluntary Retirement Program offers will be extended and must be accepted/finalized before layoff notices go out, although it looks like there is a little overlap on the County's timeline (June 19 deadline).

Layoff Notices issued June 15

Last Day for impacted employees, June 30

## **Voluntary Retirement Program**

We have not technically signed the Memorandum of Agreement on the Voluntary Retirement Program, but it looks very much like in year's past:

*“Employees who participate will be eligible to receive a lump sum payment from the County equal to twelve (12) times the Total Monthly Premium cost of his/her active employee current medical (not dental) plan based on enrollment tier (single, two-party or family) on the date the employee’s application is received by the Benefits Office. The lump sum payment for employees who have Opt-Out of medical coverage will be equal to twelve (12) times the amount of his/her current monthly Opt-Out reimbursement.”*

The scope is limited to eligible employees in the following classifications (note that some of these are represented by ONA):

### Health Department

- Community Health Nurse
- Community Health Specialist 2
- Executive Advisor
- Nurse Practitioner
- Physician

### County Wide

- Administrative Specialist
- Business Process Consultant
- Eligibility Specialist
- Office Assistant Senior
- Program Coordinator
- Program Specialist
- Program Specialist Senior
- Project Manager Represented

The County would like a finalized agreement by the end of the week to ensure that offers can be made in a timely manner.

## **EBAT Update**

The main decision point that the EBAT has coming up is to whether or not to add an additional Dental option, Willamette Dental as a benefits option. The Benefits Office would like us to make a decision at the June EBAT meeting. Willamette Dental has a model very similar to Kaiser in that there are no coverage limits, but you would have a defined provider team. The current pricing is less than Kaiser and more than Moda.

## **2017 Successor Bargaining Update**

We’ve been working through our goals and priorities, having had two full day work sessions on April 5th and 24th. We are scheduled to meet again on the evening of May 8th, ahead of the next Bargaining Delegates meeting on Saturday May 13th from 9am-1pm, where the team will review the work that we’ve done with the full delegation. We are working to set up the first face to face with the County, targeting the third week of May.

## **2017 Market Adjustment Bargaining Update**

The teams have met in face to face bargaining every three weeks 3/3, 3/22, 4/11, and 5/2

We have come to a tentative agreement on the following classifications:

- Finance Technician, 14 -> 15
- Finance Specialist 1, 19 -> 21
- Finance Specialist 2, 24 -> 26
- Finance Specialist SR, 28 -> 32
- Budget Analyst, 28 -> 31
- Dietitian (Nutritionist), 24 -> 26
- Victim Advocate, 19 -> 21
- Community Health Specialist 1, 10 -> 12
- Community Health Specialist 2, 15 -> 16
- Animal Control Dispatcher, 12 -> 14
- Support Enforcement Agent, 18 -> 20

For the following classifications, negotiations are in progress:

- Administrative Specialist
- Sewing Specialist
- Library Clerk
- Legal Assistant Series
- Striper Operator
- Juvenile Counseling Assistant
- Juvenile Court Counselor

## **Multnomah County Soda Tax**

An initiative petition has been filed in Multnomah County to apply a \$0.015 per fluid ounce on the distribution (not retail sales) of sugar sweetened beverages. That's roughly 18 cents for every 12-ounce soda, or about \$1 for a 2-liter. Should the ordinance be enacted, it would become effective Jan. 1, 2018. Tax collection would begin July 1, 2018. But before any of that even becomes a possibility, petition proponents need to gather 17,381 valid signatures from actively registered voters before early July 2017.

It would not include milk, milk alternatives, fruit juice, vegetable juice, infant formula, beverages sweetened with non-caloric sweeteners such as diet drinks or meal supplement/replacement. It would include soda/pop/cola/soft drinks sports drinks, energy drinks, sweetened ice teas or coffee drinks.

Proceeds are dedicated to a Children's Health and Education Fund for programs serving low income communities and communities of color.

We'll be considering endorsing the initiative at the next General Membership meeting on 5/17 and Political Director Joe Baessler will be joining us for the discussion.

## Convention Update

Korie Erickson was elected Council Secretary

New Executive Committee:

President: Jeff Klatke (Local 3135- Home Forward)  
1st Vice President: Christy O'Neill (Local 2619 - Southern Oregon Head Start)  
2nd Vice President: Dominic Lopez (Local 1790 - Basic Rights Oregon)  
Treasurer: Beth Toms (Local 173 - Polk County)  
Secretary: Korie Erickson (Local 88 - Multnomah County)

Trustees:

Denise Choin (Local 3241 - Office of Emergency Management)  
Jeff Coffman (Local 3361 - DOC-EOCI)  
Theresia Lloyd-Siemer (Local 328 - OHSU)

Regional District #1 Vice President: Michael Stewart (Local 328 - OHSU)  
Regional District #2 Vice President: Bryan Branstetter (Local 3361 - DOC-EOCI)  
Regional District #3 Vice President: Steve Sander (Local 2505 - OLCC)  
Regional District #4 Vice President: Drew Pryor (Local 2831 - Lane County)  
Regional District #5 Vice President: Richard Swyers (Local 2067 - City of Salem)  
State Sector Vice President: Annette Skillman (Local 2376 - DOC Security Plus)  
County Sector Vice President: Fred Yungbluth (Local 350 - Clackamas County)  
City Sector Vice President: Jacob Brostoff (Local 189 - City of Portland)  
Special Sector Vice President: Elizabeth Goetzinger (Local 3580 - Metro)  
NLRB Sector Vice President: Kayly Hall (Local 835 - Good Shepherd Hospital)  
Independent Sector Vice President: Donna Schindler (Local 132 - Child Care Providers)

Percy Winters Jr. and Grant Swanson were elected to represent Local 88 on the Executive Board.

The Solar Panel Resolution forwarded to the convention by Local 88 and Metro passed.

Former Local 88 member and current MRG Foundation Executive Director Robert Phillip-Robbins delivered the invocation on Saturday, following an address from Oregon Governor Kate Brown.

Respectfully submitted

Jason Heilbrun, President AFSCME Local 88