



This page is the official publication of

**AFSCME  
LOCAL 88**

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## AFSCME Local 88 Calendar

**General membership and stewards** meet the **third Wednesday of every month at 6 p.m.** at the AFSCME Office, 6025 E. Burnside St., Portland. Meeting agenda drafts may be viewed on the AFSCME Local 88 web page prior to the meeting. Final agendas are distributed at the meeting. If you would like to request

childcare to attend a meeting, please email [cabi@afscmelocal88.org](mailto:cabi@afscmelocal88.org).

**Executive Board** meets the **first Wednesday of every month at 6 p.m.** at the Portland AFSCME Office. As always, any member in good standing is welcome to attend.

**By Jason Heilbrun**  
President

One of the topics being widely discussed is whether or not we should sell the 6% Individual Account Program (IAP) pickup for an equivalent compensation in our wages. State employees represented by SEIU bargained this in their last contract. This year, the State has put the IAP pickup on the bargaining table for State employees represented by AFSCME. Additionally, other bargaining units at the County, including Local 88, are considering it as well. Statewide, some employers pay the 6%. We intend to have a robust discussion with as many members as possible before we even consider whether or not to put the issue on the bargaining table.

**So what is the IAP pickup, who currently pays it, and what would it mean to sell the pickup?**

IAP, the Individual Account Program, is one part of your PERS retirement program. Currently, Multnomah County contributes (or "picks up") 6% of your salary into the account. If you are a Tier One or Tier Two member, you retained your existing Tier One or Tier Two regular and variable accounts, but as of January 1, 2004, no additional member contributions have been placed into those accounts. Instead, your 6% contribution is placed in your IAP account. IAP was created as part of the 2003 PERS reforms that also created OPSRP (also

## A Message From the President

# Selling the 6% PERS/IAP Pickup?

known as Tier Three). OPSRP members have only had IAP available to them.

**Why would we want to consider selling the 6% IAP pickup?**

First, let's be clear, if we were to agree to sell the pickup, it would be just that, we would pay the 6% ourselves. But that would be in exchange for commensurate compensation. The impacts for Tier One/Tier Two and OPSRP would not be the same. Currently, when a Tier One or Two member retires, 6% is added to your final average salary in the calculation of benefits. When an OPSRP member retires, that 6% is not factored into your final average salary. So OPSRP members, which now represent roughly 65% of our members, get 6% less in their final average salary calculation than Tier One and Tier Two do. So by selling that IAP pickup in exchange for a 6% raise, OPSRP members would have the IAP pickup reflected in their retirement calculation. So, if you're Tier One or Two, maybe you're saying, "that doesn't help me"... well, actually it does, just not as dramatically. That 6% is added to your final average salary at the time of the retirement benefits calculation. If you pay the IAP pickup in the form of

additional compensation, that 6% is compounding. Further, and this would apply to all three tiers, is that other benefits based on your compensation, for instance COLA, would be based on an amount 6% higher.

**So what else?**

Optics ... now don't get me wrong ... those who are anti-public employee and believe that we receive too much in benefits aren't suddenly going to start singing our praises. But it does take away the argument that we don't contribute anything to our retirement pension. Legal standing ... in theory, if the Legislature were to divert all or a portion of the 6% away from the IAP account and to the PERS general fund (for example), if that 6% were coming out of your pocket, we would have more ability to fight that and/or negotiate the impacts.

**So what should we be concerned about?**

It is possible that an additional

6% could push a given individual into a higher tax bracket or change their Adjusted Gross Income in a manner that could potentially negatively impact things like government assistance, or student loan repayment. It's really hard to speculate who or how many might be impacted like that, but is not something we should ignore.

Something else that we should consider is that the impact doesn't affect every employee in the same way from a FICA or other taxes perspective. In some cases, some bargaining units are asking for a number higher than 6% in compensation. In others, the bargaining units are asking for higher COLAs, while in still others, the units are trading 6 for 6, knowing that the long term benefit offsets short term negatives.

At some point, especially if you're an OPSRP member, it really makes sense. But the reality is that PERS is a complicated topic and everyone that I've talked to on the subject needs time to process and

come to their own conclusions. It is our intention to do as much outreach and education as we can, including, but not limited to, work site visits and surveys.

We will have a deadline at some point in the bargaining process where we have to make a decision to put it on the table, or not. In the meantime, we have a lot of conversations to have and some decisions to make. Stay tuned, this is a conversation happening all over the State. Local 88 and Oregon AFSCME will be doing everything that we can to ensure that we're making informed decisions.

## COMING UP

**LOBBY DAY:** June 7, 9 a.m., Micah Building 680 State St. Salem. Register at [oregonafscme.org](http://oregonafscme.org) or contact John McGovern at [jmcgovern@oregonafscme.org](mailto:jmcgovern@oregonafscme.org)

## Nominations & Election

for the following vacant Executive Board positions will be held at the June 21, 2017 General Membership meeting. One seat representing Central City Concern, one seat representing Transition Projects, Inc., and one seat in the Health & Human Services Sector that includes the Health Department and the Department of County Human Services. Currently three of the five seats in the sector are held by DCHS board members, so the vacancy must be filled by a member employed in the Health Department.

## Temp and On-Call Organizing

On Friday, April 28, Local 88 filed a Unit Clarification with the Employment Relations Board (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 the 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, ex-

panding 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.

## Contract Bargaining UPDATE

The teams met for the first time to discuss ground rules on Friday, May 26. The contract expires June 30, 2017. Visit the website to view a slide deck on our bargaining goals as prepared by the team: <http://www.afscmelocal88.org/2017/05/2017-bargaining-goals-and-update/>

## Market Adjustment Bargaining Update

The teams have met in face-to-face bargaining roughly every three weeks starting March 3. We have come to a tentative agreement on the following classifications. The numbers refer to the Pay Scale Grade, current and what they will go to:

- 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; Stripper Operator; Juvenile Counseling Assistant; Juvenile Court Counselor