



# Benefits of Membership

**AFSCME Local 88**  
[www.afscmelocal88.org](http://www.afscmelocal88.org)



The contract between Multnomah County and AFSCME Local 88 states that employees represented by AFSCME can either become Union members or pay a "fair share" of the Union's representation costs. "Fair Share" is a term that reflects Oregon law relating to Unions. Because of this, when you are hired into a "classified position" (i.e. a job title that is represented by a Union), you pay the equivalent of Union dues, whether or not you choose to sign a card and become an active member of the Union.

The Union dues, which are 1.4% of your base pay and deducted from your paycheck, are used to support activities whose goals are to achieve improved working conditions for represented employees. Public Employees in Oregon are not required to join Unions, but there are many benefits of Union membership. The information table below is provided so that you can make an informed decision about whether to do so.

<b>MEMBERSHIP</b>	<b>BENEFIT</b>	<b>"FAIR SHARE"</b>
<b>YES</b>	Representation in investigatory meetings	<b>YES</b>
<b>YES</b>	Receive all the benefits listed in the contract	<b>YES</b>
<b>YES</b>	Affected by a strike	<b>YES</b>
<b>YES</b>	Pay the same amount in dues/contributions	<b>YES</b>
<b>YES</b>	Get to vote on whether to go on strike or not	<b>NO</b>
<b>YES</b>	Get to vote on a new contract	<b>NO</b>
<b>YES</b>	Attend Union meetings and be able to vote on Union business	<b>NO</b>
<b>YES</b>	Access to Labors Community Services - local assistance for members with financial and family hardships	<b>NO</b>
<b>YES</b>	Able to attend the Labor Day Picnic in Oaks Park and other fun Union events	<b>NO</b>
<b>YES</b>	Opportunity for trainings by the Union such as: <ul style="list-style-type: none"> <li>• Conflict Resolution</li> <li>• Effective Communications and Public Speaking</li> <li>• Financial Management</li> <li>• Diversity Training</li> </ul> • Other online, self paced classes through the AFSCME Leadership Academy	<b>NO</b>
<b>YES</b>	Opportunity to apply for educational scholarships	<b>NO</b>
<b>YES</b>	Attend local and national conferences and conventions	<b>NO</b>
<b>YES</b>	Continue to be able to participate in the Union after retirement	<b>NO</b>
<b>YES</b>	Have a say in what political candidate or ballot measures we endorse as a Union	<b>NO</b>
<b>YES</b>	Receive benefits from the AFSCME Advantage Program: <ul style="list-style-type: none"> <li>• Health-related savings</li> <li>• Credit counseling</li> </ul>	<b>NO</b>

	<ul style="list-style-type: none"> <li>• Debt management</li> <li>• Discounted home financing and refinancing <ul style="list-style-type: none"> <li>• Discounted auto insurance</li> <li>• Free and discounted legal services <ul style="list-style-type: none"> <li>• Elder service discounts</li> </ul> </li> </ul> </li> <li>• Discounted mobile phone service with AT&amp;T</li> </ul>	
<b>YES</b>	Run for union office	<b>NO</b>
<b>YES</b>	Become a Shop Steward	<b>NO</b>
<b>YES</b>	Be part of a 1.6 million member national organization	<b>NO</b>
<b>YES</b>	Have a direct voice in YOUR Union... <ul style="list-style-type: none"> <li>• What goes into your contract</li> <li>• How your dues money is spent</li> <li>• Voice in the political process</li> </ul>	<b>NO</b>

If you are not currently a Member and would like to become one, please contact your Shop Steward or Staff Representative to obtain a yellow membership card to sign.