

# Kramers/metro

mailing service

3201 N.W. YEON  
PORTLAND, OREGON 97210  
(503) 274-1638 FAX (503) 227-1245

**THE ONLY UNION MAILER**

**IN OREGON**

Visit our Website at [www.kramersmailing.com](http://www.kramersmailing.com)

MEMBERS OF TEAMSTERS LOCAL 223

— Eric Brending, Owner —

## MOBILE SHOE STORE



Locally-owned and operated.  
Servicing Willamette Valley  
& Lincoln County



Union  
Made



## We'll Bring The Store To You!

We specialize in proper fitting of steel-toe boots

Call our retail outlet for more information and to set up an appointment

## NO D LAY SHOE STORE

541-928-7651

339 2nd Ave. SW, Albany, Oregon 97231

# DCU members ratify Portland school pact — it expired Dec. 31

**In voting held Dec. 15-20, school employees narrowly ratify a deal that took 20 months to bargain.**

Twenty months of contentious bargaining between the Portland Public School District No. 1 and the District Council of Unions (DCU) ended last month when some 300 employees narrowly ratified a contract in voting held Dec. 15-20.

The school board will vote on whether or not to accept the contract at its regularly scheduled meeting Jan. 9.

Then the sides get to start all over again, because the contract's expiration date is Dec. 31, 2005.

That's right. The "letter of ratification" the union coalition sent to the school district also included an "open the contract" letter to secure bargaining dates in 2006.

"It sounds crazy, I know, but that's how it worked out," said Gene Blackburn, spokesman for the DCU, a group of 16 union locals that bargain jointly with the school district. Blackburn is a business representative of Teamsters Local 206.

The previous contract expired in June 30, 2004. The school employees had been working under that contract while bargaining dragged on.

Negotiating a DCU contract is com-

plicated. First comes "main body" bargaining, under which all the unions are involved. Then locals break away for job-specific talks that represent employees — sometimes from different unions — in eight job classifications. For instance, the Teamsters represent warehouse workers and truck drivers under Appendix A of the contract. This appendix is bargained with its own set of wages, raises and language regarding working conditions. Bus operators bargain their own set of standards under Appendix F, as do maintenance and craft workers, classroom assistants, and so on under separate appendices.

The sides reached a tentative agreement on the main body of the contract relatively early in bargaining. The main body included a \$764 cap on district-paid health insurance premiums. Any costs above that would be borne for the first time by employees.

Then, one by one, appendices were tentatively agreed to, until only two remained — those for the bus operators, represented by Amalgamated Transit Union Local 757, and maintenance and craft workers represented by a group of locals from the Columbia-Pacific Building Trades Council. At that point, the sides were far apart on health insurance co-payments and contracting out language.

Months of wrangling ensued. In October 2005, the school district declared an impasse in bargaining and filed an unfair labor practice complaint against the unions. Under state law, the sides had a 30-day "cooling off" period, after which management could implement its last offer and/or the unions could give notice to strike.

One round of mediated bargaining took place during the cooling off period. There were some slight improvements made, Blackburn said, but not enough to seal the deal.

On Dec. 12, 2005, the school district announced it was implementing its final offer of October — unless the represented employees voted by Dec. 20, whereby the school district would present the slightly improved contract negotiated in November.

Some union officials from the DCU were at odds as to whether or not to hold a vote, since a contract had already been implemented. In the end, they chose to present "the better offer," and it narrowly passed.

Under terms of the ratified contract, each of the groups represented by the DCU will receive a one-time stipend or a wage increase in January, which will cost the school district about \$375,000.

Health insurance co-payments will vary widely among employees, depending on what insurance plan they select, how many family members they cover, and which trust fund they are in. Co-payments reportedly can range from \$5 to \$193 a month.

Local 757, an outspoken critic of the co-payment plan, said the school district contract was the first in the last 14 they've negotiated that contains takeaways. "We are not happy about this at all," said Jon Hunt, a business representative of the union.

Building trades unions also are unhappy with sub-contracting language that strips school district requirements to use contractors that have registered apprenticeship programs, that provide health insurance and that pay prevailing wages to their employees.

## Broadway Floral

for the BEST flowers call  
503-288-5537

1638 NE Broadway, Portland

## Protecting Union Members' Smiles and Wallets

### Quality, Affordable Family Dental Care:

- General, cosmetic, and specialty care
- Orthodontics (braces)
- Most insurance and union plans accepted
- Easy credit and low monthly payments, O.A.C.
- Evening and Saturday appointments
- Children Welcome

### Ask About:



### Bright Now! Dental Network Dentists

- serving unions for over 25 years

**Bright Now! Dental**  
Grants Pass  
1021 NE 6th St.  
Grants Pass, OR 97526  
541-479-6696  
An Bongmin, D.D.S.  
John Christopher, D.D.S.  
Northwest Dental Associates, P.C.

**Bright Now! Dental**  
443 NW Burnside Road  
Gresham, OR 97030  
503-492-8487  
Vicki Reichlein, D.M.D.  
Chung-Jay Park, D.D.S.  
Chau Ngo, D.D.S., M.S.  
Northwest Dental Associates, P.C.

**Bright Now! Dental**  
25700 SW Argyle Ave.  
Wilsonville, OR 97070  
503-682-8552  
Grace Park, D.M.D.  
Linh Tran, D.M.D.  
Christi Huynh, D.M.D.  
Nathan Halstead, D.D.S., M.S.  
Marco Gutierrez, D.D.S.  
Northwest Dental Associates, P.C.

**Bright Now! Dental**  
4052 S. 6th St.  
Klamath Falls, OR 97603  
541-883-7706  
Mo Biria, D.M.D.  
Northwest Dental Associates, P.C.

**Bright Now! Dental**  
17186 SE  
McLoughlin Blvd.  
Milwaukie, OR 97267  
503-659-2525  
Trang Nguyen, D.M.D.  
Linh Tran, D.M.D.  
Katherine Farrell, D.M.D.  
Adam Ho, P.C.

**Bright Now! Dental**  
3580 SE 82nd Ave.  
Portland, OR 97266  
503-777-0761  
Allen Tam, D.M.D.  
Nathan Halstead, D.D.S., M.S.  
Khoa Hoang, D.M.D.  
Adam Ho, D.D.S., P.C.

**Bright Now! Dental**  
831 Lancaster Mall Dr. NE  
Salem, OR 97301  
503-362-8359  
Ian Phan, D.M.D.  
Anthony Simon, D.M.D.  
Brian Kallus, D.M.D.  
Northwest Dental Associates, P.C.

**Bright Now! Dental**  
Salmon Creek  
2101 NE 129th St.  
Vancouver, WA 98686  
360-574-4574  
Clinton Harrell, D.M.D.  
Peter Vu, D.M.D.  
Chau Ngo, D.D.S., M.S.  
Phong Bui, D.M.D.  
Stirewalt, P.C.

**Bright Now! Dental**  
Fishers Landing  
3250 SE 164th Ave.  
Vancouver, WA 98683  
360-891-1999  
Monica Calderon, D.M.D.  
Peter Vu, D.M.D.  
Stirewalt, P.C.



**Bright Now! Dental Network**  
We know the value of a beautiful smile!

[www.brightnow.com](http://www.brightnow.com)

## BENNETT HARTMAN MORRIS & KAPLAN, LLP

Attorneys at Law

- Personal Injury • Labor
- Workers' Compensation
- Employment • Domestic Relations

111 SW Fifth Avenue, Suite 1650, Portland,  
Oregon 97204  
503 227-4600

Representing Unions and Workers Since 1960

(Our legal staff are proud members of UFCW Local 555)