

COLLECTIVE BARGAINING

Tentative deal avoids strike at seven Oregon universities

Two days before a strike was to begin at all seven public universities in Oregon, Service Employees International Union (SEIU) Local 503 announced tentative agreement on a new union contract. If ratified as expected, the deal would cover about 4,500 university support workers, including food preparation, grounds and building maintenance, custodial services, student registration and financial aid assistance, and tech support.

The two-year agreement includes an across-the-board 3% raise retroactive to July 1, 2019, and another 2.1% raise on July 1, 2020. It gives an additional 2.5% increase on Nov. 1 to workers with at least five years seniority who are at the top of the pay scale for their classification. And it eliminates the bottom step or two in a number of pay scales in order to keep all workers in the state above the Portland-area minimum wage, which is \$12.50 now and will

rise to \$13.25 July 1, 2020.

The Oregon University System backed off a proposal to increase workers' contribution to health care costs. It also dropped a proposal to charge low-paid UO food service workers more for their shift meals. And it agreed to allow for up to 48 hours of paid leave over the next two years to be used if campuses are shut down because of inclement weather.

Local 503 said in a statement that the 3% increase is the largest cost-of-living raise that university support workers have received in more than a decade.

The contract covers support staff at University of Oregon, Portland State University, Oregon State University, Eastern Oregon University, Southern Oregon University, Western Oregon University, and the Oregon Institute of Technology. Faculty are represented by other unions.

The new contract would run through June 30, 2021.

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Living the Ethically Sweet Life on Halloween

Everybody gets giddy as the calendar creeps toward November. The costumes, the jack-o-lanterns, the scary costumes...what's not to love about Halloween? As you're stocking up to satisfy the neighborhood ghouls, remember that candy is dandy and ethical is preferable. The sweetest treats are those made by companies that treat their workers fairly and give them a voice on the job. So, whether your favorites are chocolates, suckers, sweets or sour, Labor 411 has you covered. Let's all sweeten our way to a stronger America!

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Big Hunk
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Butterfinger
Cadbury
Candy House Buttons
Caramello
Clark Bar
Dum Dums
Ghirardelli Chocolate
Gimbal's Fine Candies
Hershey's Kisses
Hershey's Hugs
Hershey's Nuggets
Jawbreakers
Jelly Belly

Kit Kat
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Mallo Cups
Mary Jane
Mighty Malts
Necco Wafers
Red Vines
Rocky Road
Rolo
Russell Stover
See's Candies
Sky Bar
Smarties
Snaps
Sour Patch Kids
Sour Punch
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Toblerone
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