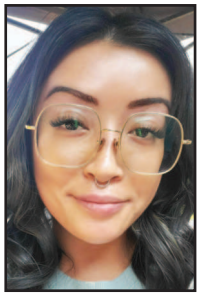


PEOPLE

New director at Portland Jobs with Justice

Portland Jobs with Justice has a new executive director, **Jill Pham**. The foundation-supported workers' rights non-profit is a coalition of over 100 labor and community groups. Pham first became active in labor when she got



Jill Pham

a job at New Seasons to help a union campaign by UFCW Local 555. She later worked for Washington State Nurses Organizing Project, and for Oregon Federation of Nurses and Health Professionals. Pham, 27, says she even has memories of being on a picket line as a toddler when her dad, a member of Machinists Lodge 63, was on strike at Boeing. She first got active in JwJ while working on a degree in social work from University of Portland. As JwJ executive director, she'll oversee two to three staff represented by Communications Workers of America Local 7901. Pham says she wants to stabilize JwJ, connect mutual aid groups to unions and nonprofits, and continue the work of former director Will Layng of developing a worker resource center.

Kate Brown announces new round of labor appointees

Oregon Gov. Kate Brown has appointed several union figures to state boards, pending confirmation by the Oregon Senate. **Marshall McGrady**, political coordinator for **IBEW Local 48**, will serve on the Building Codes Structures Board. And **IBEW Local 125** assistant business manager **Marcy Grail**, along with **Oregon Nurses Association** staffperson **Matt Calzia**, will serve on the Workers' Compensation Management-Labor Advisory Committee (MLAC), which advises the Oregon Legislature on reforms to the workers' compensation system.

Former AFSCME staffer to lead Unite Oregon

Frequent union ally Unite Oregon, a nonprofit group advocating racial and economic justice, has hired **Khanh Le** to succeed longtime executive director Kayse Jama. Jama stepped down last year when he was appointed to the Oregon Senate. Le comes to the position having worked as state director of the progressive business group Main Street Alliance, before which he worked for Oregon AFSCME building coalitions with community groups.

Multnomah County votes for labor harmony

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scribed one of those cases to commissioners: A spring 2021 AFSCME union campaign at Blackburn had majority support, until management barraged workers with catered "learning fairs" and slick anti-union videos, resulting in a 35-14 vote to reject the union. Things might have gone differently if the labor harmony policy had been in place.

As outlined to commissioners at the hearing and an earlier Oct. 12 briefing, the goal of the labor harmony policy is to minimize disruption of services and promote a stable workforce while staying compliant with state and federal laws that constrain labor negotiations. The policy is modeled on a similar one in Seattle, and will apply to Multnomah County behavioral health and preschool service contracts worth more than \$150,000. Contractors will be expected to certify a commitment to labor harmony and negotiate an agreement with a union within 60 days. It's not clear what those agreements would entail, but they could include an agreement by the union not to strike or otherwise disrupt serv-

"This is the prototype for the future. We're going to be tracking this really closely in the next two years to see how we can build on the labor harmony agreement. And to see the improvement of frontline workers in their wages, health care, and safer working conditions."

—AFSCME Local 88 vice president Raymond de Silva



ices, in return for some kind of commitment by the employer to honor workers' rights to unionize. If a labor harmony agreement isn't reached within 60 days the county would offer assistance and escalate to mediation, arbitration, and even termination of the contract and recovery of the county's associated costs.

The resolution also calls for a review of the policy to be conducted within 24 months.

"This resolution and the executive rule are necessary in ensuring that workers who wish to have a voice in the workplace have a path to form a union without fear of intimidation and bullying from their boss," said Oregon AFSCME

executive director Stacey Chamberlain at the hearing.

"We know that in both of these sectors, having workers that are able to organize their workplaces will provide better services and outcomes for all," said Raymond De Silva, vice president of AFSCME Local 88, which represents county and nonprofit workers. "They will be able to have a seat at the table in making decisions on issues of safety, training, equity, and better pay and benefits. All of which are factors in a stable workforce, which in turn, provides consistency of care for both populations we serve, particularly young children, and people needing behavioral health services."

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