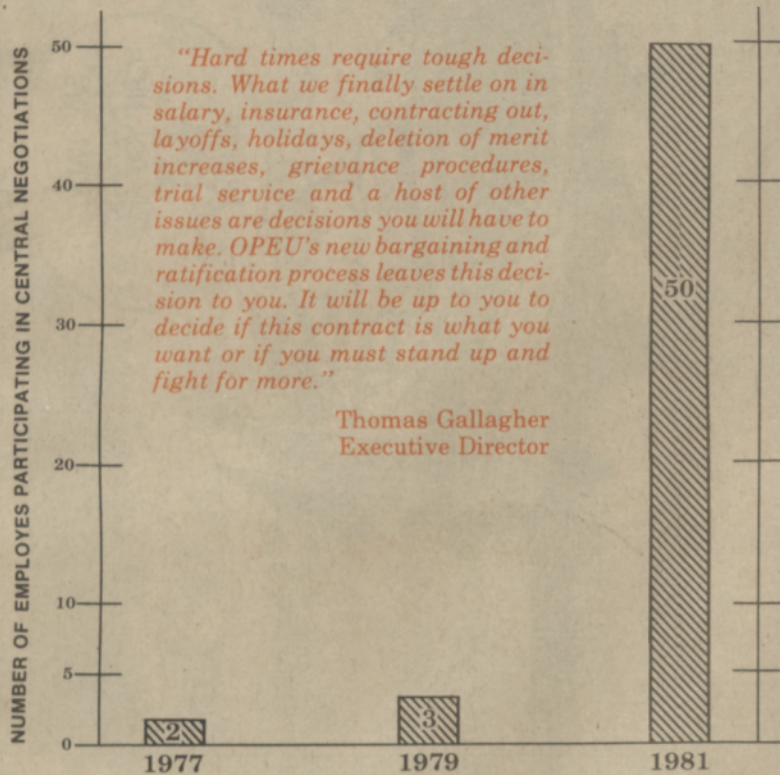


## More Than Ever Before . . .



*"Hard times require tough decisions. What we finally settle on in salary, insurance, contracting out, layoffs, holidays, deletion of merit increases, grievance procedures, trial service and a host of other issues are decisions you will have to make. OPEU's new bargaining and ratification process leaves this decision to you. It will be up to you to decide if this contract is what you want or if you must stand up and fight for more."*

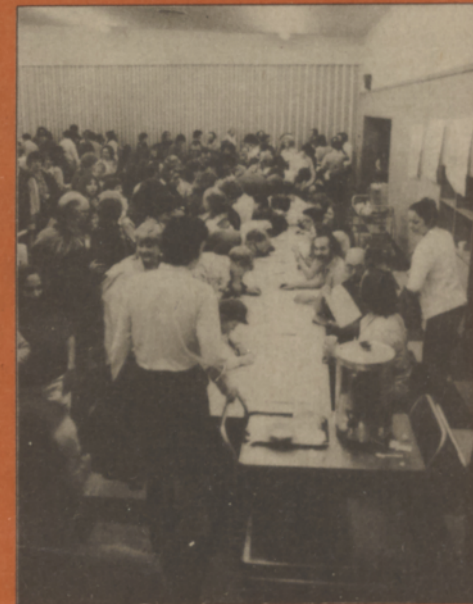
Thomas Gallagher  
Executive Director

# IT'S YOUR CONTRACT

**OPEU**

PUBLIC EMPLOYEES WITH AN ADVANTAGE

## THE OREGON PUBLIC EMPLOYEE



Bargaining Rallies  
Mediation Begins  
Local Negotiations