

Local Government/Nonprofit

Bargaining slow on new contracts

Deschutes DAs move to impasse

Most language issues are settled and the bargaining team is starting on the economic issues. Bargaining has been slow and difficult from the beginning.

Bargaining team members are **Sterling Williver, Melissa Lande, and Organizer Alison Hamway.**

Owyhee without first contract after six months

Following six months of bargaining on a first contract for a new OPEU unit, two tentative agreements have been reached. Bargaining is slow because management's team has to check with the irrigation district board on every issue.

Bargaining team members are **Rick Uhlman, Minard Harte, Wayne Lattin, Wilfred Acree, and Organizer Alison Hamway.**

Basin Transit contract settled, ratified

Workers will receive a 3% pay increase effective January 1, 1994, a 4% pay increase next January, and a 4% pay increase in January 1996. Insurance contributions were increased and the employer picks up more toward dependent coverage.

Bargaining team members are **Sue Riggs, Sonny Morris, DeeDee Brandt, and Organizer Alison Hamway.**

Linn County prepares for interest-based bargaining

Following training on interest-based bargaining techniques, negotiations have just begun. Principal issues are wages, health insurance, and job security.

Bargaining team members are **John Ramirez, Teresa DeRush, Lynn Cochrane, Gene Johnston, John Hawkins, and Organizer Greg Schneider.**

Curry County seeks salary system

The Union is seeking to remove a freeze on the salary step system so that workers can start to receive the annual increases they are entitled to. Additionally, the Union is seeking to continue fully paid health care.

Bargaining team members are **Dave Manzella, Pat Slagle, Deb Wilson, Rosalie Gaither, Gerard Egan, and Organizer Tony Corcoran.**

Springfield: Freezes, health payments

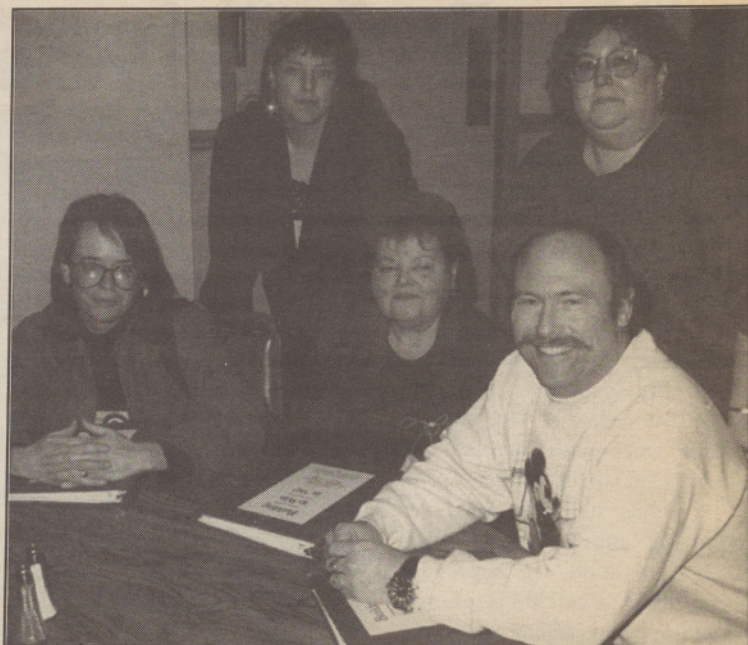
Management has proposed a wage freeze, a cap on management's contribution to the health insurance premium in the face of a 13% increase, which would cost employees a \$45 out-of-paycheck premium payment for family health care. Among the issues the Union is seeking are a cost-of-living increase and a health care increase for part-time workers.

Bargaining team members are **Paula Guthrie, Lydia Neill, Barbara Thompson, Kim Krebs, Mike Koivula, and Organizer Tony Corcoran.**

Sutherlin Police settle contract

A new agreement with a 5% pay increase and continuation of fully paid health care have been reached as part of a one-year contract. The agreement now is ready for ratification.

Bargaining team members are **Robert Cram, Brad Baughman, and Organizer Donna Glathar.**



Marion County Union members (front row, left to right) Mary Gustafik, Joan Fisher, OPEU Local President Chris Lord, (Back row, left to right), OPEU Local 294 Vice President Cyndi Benson, and Mary Reese, at the 1994 Leadership Conference.

With the Union as equal partner, Marion County self-directed teams confront changes in Health Dept.

The changing role of public health departments in today's world demands a change in the way those services are delivered.

Self-directed work teams maximize the involvement of front-line workers in devising the most efficient and effective way to meet these changes.

Self-directed teams began in Marion County when the director of the Health Department brought the idea to staff; the leadership of OPEU Local 294 said he needed to involve the Union and that created the first steps in the partnership that has made the teams a success so far.

"I think the teams are excellent," said **Mary Reese**, a Mental Health Associate 2 and a member of the Local's bargaining team. "They have empowered the workers who do the work. The teams allow us the freedom to make decisions."

Before everything began, the Union held two training sessions for activists conducted by OPEU/SEIU Local 503 Organizer **Greg Schneider**, to bring them up to speed

about what self-directed teams were and how the Union should be involved. OPEU/SEIU Local 503 Field Services Supervisor **Jessie Bostelle** conducted a joint training with management, the workers, and the pilot teams.

While the training was going on, the Union and management developed an informal set of guidelines about how the self-directed teams would function.

It started with a pilot project of five teams. The self-directed teams were not imposed.

To become one of the pilot project teams, workers in the health department had to get together and determine why they wanted to become a team. Today, the teams are running their own program and dealing with the changes throughout the Health Department that affect them.

Since the teams have been underway, a formalized set of parameters has been bargained using the interest-based bargaining pro-

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