Waverly workers take case to community

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the role a strong workplace plays at the bargaining table: OPEU Bargaining Team Member **Kimber Hanson** adds a cautionary note: "I've said it before and I will say it again: To win a good contract at the table, we need to be strong in the workplace."

OPEU Bargaining Team Member **Frank Chavez** agrees, "Some progress was made. Let's keep the pressure on by openly supporting our Union."

Progress was slowed at a bargaining session on April 7 where management turned down Union proposals on both wages and the grievance procedure. Bargaining is postponed until April 28 because of the absence of the management negotiator.

Workplace actions have included a Sticker Day in January in honor of Martin Luther King's birthday, which was a huge success with Waverly workers making an open statement about how important higher wages and free speech is to them.

Later, when the Children's Home had one of its major fundraisers, Union members passed out leaflets in the form of enlarged dollar bills that told those coming for the fundraiser the annual turnover rate (50%), entry level pay for treatment specialists (less than $6 an hour), the number of lawyers Waverly has hired to delay negotiations for a fair contract (two), and the number of days Waverly was required to post a National Labor Relations Board notice agreeing to refrain from harassing Union activists and to bargain in good faith (60).

Waverly workers Phil Colby, Kimber Hanson, and Bob Fay, are joined by Fay's wife, with sign.

Now Union workers are gathering community signatures on a justice document. Previously, the Union had a successful community call-in campaign to Waverly administration urging a speedy and fair conclusion to bargaining.

Waverly administration is concerned that a grievance procedure ending in arbitration could lead to resolution imposed by an arbitrator who knew nothing about the delivery of child welfare services. The Union has proposed an arbitration panel made up of a professional arbitrator and two other people experienced in child welfare issues, one chosen by the administration and one chosen by the Union.

Money continues to be an issue. The Union's response is that it is not how much you have, but how you spend it and we propose spending more of it on those who actually deliver the service and currently make about $6 an hour.

Bargaining team members are **Michael Creighton**, **Kimber Hanson**, **Frank Chavez**, **Sena Huston**, **Bob Fay**, and Organizers **Patrick Ward** and **Susan Koshy**.

Local government bargaining teams busy at the table

Linn County bargaining smoothly

Interest-based bargaining has resulted in some 21 tentative agreements in bargaining that has gone comparatively smoothly from the beginning.

High ranking issues such as contracting out, layoff language which balances years of service (seniority) with performance appraisals, and a job reclassification procedure where previously there was none are among the issues tentatively agreed to.

Contract rights and benefits for probationary employees, and wages and health insurance are among those still in negotiation.

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

Proposals exchanged at The Dalles Police Department

Health care and wages will be among the top issues at this bargaining table. The Union has proposed a cost of living increase; the city proposed no increase. Keeping full family health coverage also is expected to be a bargaining issue. Management insistence on random drug testing is sure to be intensly resisted.

Bargaining team members are **Lance Kirk**, **Steve Baska**, **Dan Portwood**, Assistant Executive Director **Tim Nesbitt** and Organizer **Susan Koshy**.

Deschutes DAs argue unilateral hours change

Oral arguments on the Union's unfair labor practice complaint were heard at the Employment Relations Board on April 5. Management had unlawfully unilaterally changed working hours during bargaining.

In other issues, the county's ability to pay ought to have been improved with the recent passage of the sheriff's levy, which was supported by CAPE and the Union's bargaining unit.

Impasse has been reached on key issues, notably just cause and arbitration.

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

Owyhee declares impasse

The Union bargaining team has declared impasse and has requested mediation in negotiations that to date have resulted in no significant agreements. At the same time, the Employment Relations Board is scheduling a hearing over a management proposal to exclude four positions from the bargaining unit.

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

Contract reopener seeks cost of living, class adjustments

On April 15, the OPEU/SEIU Local 503 Central Bargaining Team will submit a proposal to raise wages to meet the cost of living, to provide special salary adjustments for a number of job classifications, and to establish a means to address the effects of the Tiernan/Sizemore Initiative on the 6% pickup.

The proposal, submitted under the terms of the second year "wage reopener" with the state, seeks an across-the-board raise equal to the increase in the Portland CPI for the 12 months ending June 30, 1994.

Because the Tiernan/Sizemore Initiative would, if passed, require public employees to resume paying their 6% contribution to PERS, the effect would be to reduce take-home pay by 7-9%. The Tiernan/Sizemore Initiative, a proposed constitutional amendment, specifically prohibits a compensatory 6% pay increase after January 1, 1995.

The balance of the Union's proposal would increase the pay of specified classifications equal to comparable jobs outside state government.

Bargaining team members are **Randy Davis**, **Chuck Forward**, **Ken Penner**, **Chris Parks**, **Jeff Seekatz**, **Ellen Willis**, and Field Services Coordinator **Jessie Bostelle**.

Family Medical Leave Act grievable under contract

Agreement has been reached making violations of the federal Family Medical Leave Act grievable under the state contract.

Under the act, employees may take up to 12 weeks leave for the birth, adoption, or foster care placement of a child; the serious medical condition of a parent, spouse, or child; or the worker's own serious medical condition.

Grievances are filed directly with the agency head; unresolved grievances go to the U.S. Secretary of Labor.

The state also agreed to eliminate the requirement for shared health insurance costs while on hardship leave.