




DISTRICT 4: Assistant District Director (2 positions available)

Name	What are your qualifications for this office?	Union Experience:	Why are you seeking this office, your goals?	Goals for your District?	Biggest single issue/how to resolve?	Other info:
Sally K. Cumberworth Homecare <i>New ADD</i>	I was involved 6 years with Head Start policy council. I was assistant Chairperson twice and Chairperson 1 year. Owned my own business for 5 years prior to being in homecare. I am Union representative in the Southern Oregon Labor Council.	I was elected to be a Bargaining Delegate for Homecare Workers in District 4 and then elected to be assistant Home Care Director for District 4 current position. Orientation presenter for Union.	To promote Homecare growth in the Union and because I believe strong district leaders promote a strong Union.	I would encourage the many different Union locals to have representation at the district meetings. This would help us grow stronger through knowledge of our sister and brothers locals builds understanding and networks friendships between locals.	Budget problems. To support our legislators. Support union representatives to be on committees.	

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Mark A. Gronso ODOT  <i>new DD? also run for pres</i>	Picket Captain 1992, Steward 1992-Present, Chief Steward 1995-Present, Vice President ODOT Local 730 1997-2000, Incumbent Vice President SEIU Local 503, OPEU.	SEIU Local 503, Board of Directors 2000-Present, Local 503 Executive Committee 2000-Present, Local 503 Finance Committee 2000-Present, Local 503 Staff Screening Committee 2001-2003, ODOT Coalition Bargaining Table Representative 1999, SEIU Member Political Organizer 2000-present, NASHTU Conference Panelist 2000, LERC Summer School 2001, 4 LERC Training Classes, 503 Stewards Training, 503 Leadership Level I and II.	To remain a member of the SEIU Local 503, OPEU Board of Directors and help build the Union in our sparsely populated but huge geographic region. Goals for SEIU Local 503: To help educate our membership about the importance of voting at the polls for candidates and worker friendly issues then moving them to do so. Support the bargaining team next year to win the best contract possible with reimposition of step raises a primary goal.	My primary goal would be to become an information conduit about what happens every other month in Salem at the Board of Directors meetings to all worksites within District 5. Looking at the possibility of regional meetings in District 5 so people can become more involved without having to travel 2-days, 4 times per year to attend a District meeting hopefully this could increase the level of participation at the meetings to include new people that are sorely needed to fill many statewide committees currently unfilled or one person serving on numerous committees. A shared load makes the load lighter for all.	Winning a good contract at the bargaining table next year with smart negotiation strategy and making sure all members have their voices heard by filling out bargaining surveys this summer. If a good contract settlement can not be reached I truly believe we must ALL stand together collectively and withhold our labor walking united on the picket lines. Right now everyone needs to prepare economically for this possibility to make us all stronger together.	
Atha Lincoln DHS	I have developed and presented several Business Integrity Trainings in Salem and throughout Oregon for DHS. I have experience in Public Speaking and as an MC for very large groups in Salem as well as at local Gov's Food Drive's.	I have coordinated and attended the local union meetings whenever possible. Sending our reminders to all union members and helping with the local union newsletter. At present I am filling a vacated position as the local sub-chair. I am in support of Mid-Columbia Council of Government in their fight for a fair contract.	I understand we need a local Representative and I am not afraid to speak up for the union members and help where I can to support them.	To get members involved in meetings, speaking up for themselves and to get them interested in the issues that the union is working on for them as well as our partner work force.	I believe the biggest issue right now in this district is getting members involved in and participate when needed to help support the union issues. I'm working on this one person at a time right now. I believe if I can get more folks interested, they will follow by example.	That's all Folks, Atha
Melinda Proffitt DHS  <i>x same</i>	Being a current DD and past ADD I feel has taught me to be a leader and to build strength among members. 9 years with that state and knowing this issues our members face gives me knowledge to work on change where it's needed. Also working the private sector having no union.	I have also been and am currently a steward for my DSA. I am the Vice Chair of local 210. I have marched on the capitol and built family support for our members. Put together with other help Leadership 1 and 2 campout.	The union belongs to the members and we need to be active in how our union is operated. I feel we need to build our union support and I feel I can do that. I like being DD so I can meet with people in District 5 and find out there ideas & concerns & share & support those on Executive board. We need to build our brotherhood & solidarity.	Building membership strength and bring a positive approach to our future. Get our fair share members to sign up and build the number of 2C contributors. Make District 5 more then a spot on the map.	Our next contract. We can resolve it if the members come together and realize it takes more then just the bargaining team to win a fair contract. We are family and we need grab hands and show them we are together in the fight.	Being a younger member who sees that we have many thousands of brothers and sisters ready to retire we have to now get the younger members to stand up and make this union strong.

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Lahna Avery DHS	B.A. Public Relations, written and oral communication, experience building coalitions and dealing with media, negotiations w/ management, picket captain '95.	DHS steward, W.O.W council, picket captain '95, general council delegate.	Address apathy and get members excited about participating in the upcoming political season. Beat Bush in November.	Recruit & develop younger members, strike prep '05.	Bargaining in '05 to protect health care and recover lost wages. Start educating/preparing members NOW!	
Lee Engblom ODOT	Written & oral communication skills, knowledge of contract, negotiation & investigation experience, grievance processing.	ODOT steward, ODOT chief steward for District 12, Active in Local 503, district 5 and organizing annual campout 2004, attends ODOT region 5 Labor Management Meetings & ODOT District 12 stewards meetings.	To represent ODOT at the district level & to use that position to help coordinate steward trainings & the construction of better union communication structures. Beat Bush '04!	Increase the number of active trained stewards Fill in gaps in union communication structure	Bargaining '05 will be challenging. We need to educate and prepare our members to do whatever it takes to get back what we were shorted. A special effort to reach out to younger members should be made. The leaders of today can't forget that it is our responsibility to replace ourselves.	
Kevin Finch ODOT <i>New ADD</i>	Steward, Chief Steward, CAPE committee alternate, general council delegate.	Filing grievances, predissmissal hearings, arbitration experience, I have lobbied at the National, State and local level, represented SEIU Local 503 is Washington DC and also participate in the Central Oregon Labor Council.	I'm seeking this office knowing the time and dedication it takes to represent the members of SEIU 503. I feel one voice can make a difference and I will make a difference. I hope to accomplish a better and more meaningful contract for members, give us a voice in Central and Eastern Oregon and hold Salem leadership accountable for dollars spent and issues that matter to the membership (the working people).	Better representation in Salem. Better representation in the district. I plan on recruiting more members to events. Make membership aware of the Union functions.	Our next contract. Our next contract needs to be fair for everybody whether at top step or bottom step. Everybody needs to be represented, not just a certain group. I will be a strong representative for SEIU local 503.	I'm very active in the local 503. I believe in the labor movement. People need to be represented at all levels.
Patricia K. Fleming DHS  <i>to ADD</i>	20 years activist 2 years DD#5 Desire to increase membership and member participation	Sublocal 210 chair Steward for 10+ years Chief Steward DHS in Past Chief Steward of statewide labor management team	I want to be able to bring other members to the forefront and step up to become leaders. I will continue to work towards increased union density in Oregon	To increase active membership, leadership and political savvy among members. To introduce younger work force to the union and what it means for their future.	Building union density, increasing membership and building new leadership programs.	