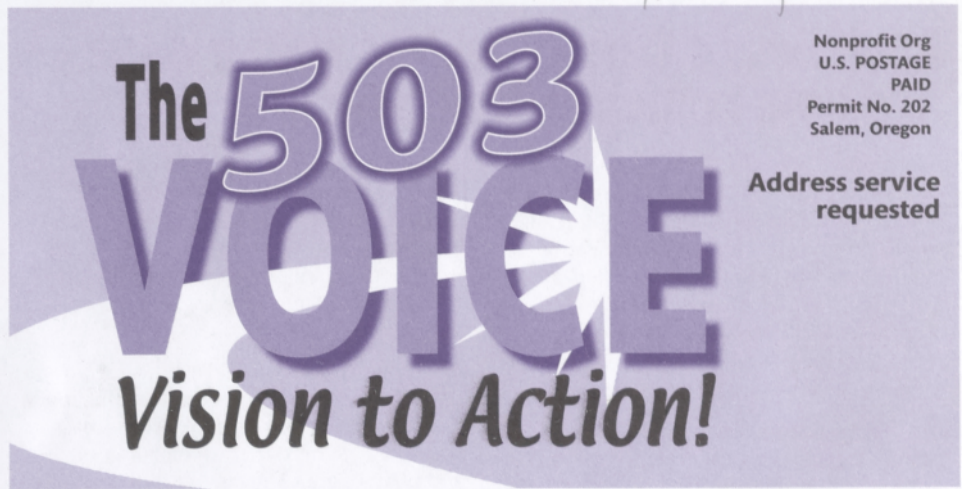


Nonprofit Org
U.S. POSTAGE
PAID
Permit No. 202
Salem, Oregon

JULY/ AUGUST 2007

In this issue...

- Our union welcomes Adult Foster Care providers2
- How members win contracts (photo collage) 2
- Interview with UofO member ...2
- Workers win at State Capitol2
- Child Care providers take a stand3
- Notice of nominations .. inside flap
- Burtie Awardsoutside flap
- President's column: Five ways you can make a difference 4
- SEIU scholarships awarded4



Address service requested

State contract: three for three!

by Leslie Frane, Executive Director

Last fall, SEIU State employee members set three goals for our new contract. In our bargaining surveys and at bargaining conferences, members said we needed raises equal to inflation. We needed to maintain fully-paid health care. And, we needed to establish a living wage for State workers, because it's wrong when full time State workers are eligible for food stamps.

Raises higher than projected inflation rate

In our new contract, we met all three of our goals. Raises totaling 6.2% over two years are higher than the projected inflation rate. They are also the highest raises we have won in sixteen years! By setting "floors" on the cost of living increases (\$80 per month for the raise due 7/1/07 and \$85 for the raise due 11/1/08), we protected our lowest-paid workers.

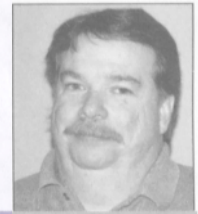
We maintained fully-paid health care for full-timers. The State will pay the entire cost of premium increases through 12/31/08. Effective 1/1/09, it will pay any increase up to 12%. If the costs go up more than 12%, we'll access PEBB reserves to pay the rest. Since PEBB reserves currently have more than \$60 million, that will protect us from out-of-pocket premium costs. We also protected part-timers, whose premium costs will be frozen for the life of the contract.

Our third goal was to establish a living wage for all State workers. By eliminating the lowest steps on the lowest salary ranges, we raised the monthly pay of the lowest-paid State worker from \$1411 to \$1847, an increase of 32%. That means that effective 11/1/08, no full-time state worker in Oregon will earn less than the gross income limit for food stamp eligibility for a family of three!

Other progress made

In addition to our main goals, we made progress in other areas - like finally winning the right to take paid time for bereavement without using vacation or sick leave. There's lots more in the contract. See www.seiu503.org for more details on what we won.

"I'm proud of the contract we negotiated, but I'm even more proud of the work our members did to make it possible."



Cory McIntosh provides computer support at DMV and is the Bargaining Team Chair, Salem

As always in bargaining, there are things we didn't get and areas where we were forced to compromise. But on balance, this contract is a huge step forward, according to bargaining team Chair, Cory McIntosh. "This contract enables us to make real economic progress, and it improves our rights on the job. We won it because members got involved, all over the state, and showed management that we were willing to stand up for ourselves and the services we provide. I'm proud of the contract we negotiated, but I'm even more proud of the work our members did to make it possible."

The COLAs and health insurance provisions of this contract apply to both DAS and Higher Education members, based on agreement reached earlier this year at the Higher Education bargaining table. As this newsletter goes to press, we are still in bargaining with OUS over other contract terms.

Ratification vote is next step

The next step is a membership vote to ratify our agreement. Ballots will be mailed in early August, provided that the bargaining delegates vote on July 28 to recommend ratification.

More details at:
www.seiu503.org

DAS Contract Highlights

Raises: July 1, 2007: 3%, but not less than \$80/month
Nov 1, 2008: 3.2%, but not less than \$85/month

Here's one example of a low wage worker:

e.g. Traffic Survey Interviewer

Currently Salary Range 6	
Step 2:	\$ 1,468
Selective to Salary Range 8	
Step 1:	1,515
7/1/07 COLA:	1,595
11/1/08 COLA:	1,680
11/1/08 Living Wage Adjustment SR 8 Step 4:	1,847
'07 increase:	8.65%
Life of contract increase:	25.82% or \$379/mo

Health Insurance:

The State will pay all increases in health care costs through 12/31/08. Effective 1/1/09, the State will pay increases up to 12%. If increases exceed 12%, the rest will be paid from PEBB reserves. Part-time employees' premiums are frozen at the their current levels.

Living Wage:

The lower steps on the lower salary ranges will be eliminated effective 11/1/08. The result will lift the wages of low-paid workers significantly. For example, the lowest paid state worker will see an increase of 32%, from \$1411 to \$1847.