



SEIU Local 503

University of Oregon Sublocal 085

SEIU UO Election Results

Thank you for voting! Here are the results from the recent election. Please join us in congratulating all of the winners!

We will be installing the new officers at the next member meeting on Wednesday, April 16th at Noon, EMU, Ben Linder.

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Local Focus

Our 2013 Contract Is Finally Complete

BY KURT WILLCOX

You're right. Contract negotiations ended last September. And we voted to ratify the contract in October. But we didn't know how our step increases would be implemented until early March when the Legislature voted to provide additional funding for the four regional universities and PSU.

Now we know that everyone who is due to receive a step increase during the first year of the contract will either receive that increase right on time or they will receive a retroactive payment no later than their May paycheck.

The retroactive payment will be back to either November 1 or to when they were supposed to have gotten their step increase. And in the second contract year, all step increases will occur right on time.

Thanks to all who helped make this legislative victory possible. You wrote to your legislators, signed petitions, or met with five local legislators to explain what the steps funding issue was all about and why supporting it was so important to the 4,500 classified employees working in Oregon universities.

Continued on Page 2

Upcoming Events...

April 14th (Monday)
SEIU 503 Board of Directors' Election Ballots Mailed

April 16th (Wednesday)
Member Meeting (lunch provided)
Noon - 1:00 pm
@ EMU, Ben Linder Room

April 16th (Wednesday)
Stewards Council
5:30 pm - 7:00 pm

April 23rd (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ SEIU Field Office, 11th & Ferry

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Local 085 Executive Committee

President

Carla McNelly, 6-1229
pres085@yahoo.com

Vice President

Theodora Ko Thompson, 6-1301
thompson085@yahoo.com

Secretary

Chuck Theobald, 6-0343
theobald7@gmail.com

Treasurer

Melanie Jackson

Chief Steward

John Ahlen, 6-1422

Immediate Past President

Gary Malone, 6-2215
gdmalone@asiasun-usa.com

Chief Contact

Lois Yoshishige, 6-1251
loisy085@comcast.net

Membership Organizer

Lisa Sieracki

Chief General Council Delegate

Kurt Willcox, 6-2291
kurtwill085@gmail.com

Chief Bargaining Delegate

Johnny Earl, 541-337-6657
johnnyearl59@yahoo.com

Newsletter Editor

Jen Jones, 6-3412
jen.d.jones@gmail.com

Local SEIU Staff Organizers

Denise Garrett

541-342-1055, ext. 306
garrettd@seiu503.org

Norma Martinez-HoSang

541-342-1055, ext. 308
martinezhosangn@seiu503.org

UO Board of Trustees Hears from Classified Staff, Faculty at March 27 & 28 All-Day Meetings

BY KURT WILLCOX

When the new UO Board of Trustees held its second formal meeting in the Ford Alumni Center on March 27 & 28, it received several reports and briefings from university administrators, but it also heard directly from classified employees, faculty, students, and leaders of the University Senate.

Carla McNelly and Johnny Earl from SEIU spoke during the public comment period about who classified employees are, the jobs we do, our commitment to the students, and the struggle we had last year to win a fair contract.

Margie Paris (Law), University Senate President, Robert Kyr (Music), University Senate Vice-President, and John Bonine (Law) spoke about a draft policy the Board was considering about how much of the legal authority it will gain on July 1 the Board should keep for itself and how much it should delegate to the UO President. These faculty members and United Academics, the faculty union, were concerned that the policy as written could create problems for the existing system of shared governance between the faculty and administration. In the end, the Board decided to postpone adoption of the policy and to seek input from the campus community on ways to potentially revise it.

Board members also got to meet with some faculty and students. For lunch on

Thursday, we visited three sites on campus and talked with librarians and researchers about projects they are working on. These included research on preventing child abuse, the library's Ken Kesey collection, and investigations by neuroscientists into how our eyes actually see. That evening, Board members attended a reception in the Lillis Business Complex and got to visit with a select group of about 25 undergraduate and graduate students.

In other business, the UO Board forwarded on to the State Board of Higher Education (SBHE) proposals for next year's tuition rates and mandatory fees that have been developed by administrators and campus advisory groups over the past several months. These include a 3% increase in undergraduate tuition for out-of-state students, but no increase for in-state undergraduates as mandated by the Oregon Legislature. Graduate tuition increases will vary from 0 – 3% for nearly all programs.

The Board also heard a preliminary report on proposals the UO is likely to make to the new Higher Education Coordinating Commission (HECC) for about \$18 million in increased state funding to improve recruitment and retention of students from Oregon, as well as their graduation rates.

The next Board meeting will be on June 12 & 13. Minutes, agendas, and Board materials are posted as they become available at: trustees.uoregon.edu.

Our 2013 Contact Is Finally Complete

From Page 1

Our 2013-2015 contract is finally complete. It's not everything we aimed for, but it is so much better than our last two contracts. For the first time since the national and state economies crashed in 2008, Oregon university employees will receive their full step increases without delays or freezes, without furlough days, and with-

out an increase in health insurance premium costs.

We almost had to strike to get it, but we stuck together and won an agreement we can be proud of. If we work hard again next year, maybe we can also secure a decent COLA and a living wage for our lowest paid co-workers. Let's make it happen!

SEIU UO Elections Results

From Page 1

INCOMING EXECUTIVE

COMMITTEE:

- President: Carla McNelly
- VP: Theodora Ko-Thompson
- Secretary: Chuck Theobald
- Treasurer: Melanie Jackson
- Chief Steward: John Ahlen
- Chief Bargaining Delegate: Johnny Earl
- Membership Organizer: Lisa Sieracki
- Newsletter Editor: Jen Jones
- Chief General Council Delegate: Kurt Willcox
- Chief Contact: Lois Yoshishige
- Immediate Past President: Gary Malone

GENERAL COUNCIL

DELEGATES:

Twelve (12) Nominees listed on ballot for 10 spots. Alternates will be in order of most votes.

1. Rebecca Lynn
2. Brittany Brown
3. Gary Malone
4. Melanie Jackson
5. John Taylor
6. Chuck Theobald
7. Lois Yoshishige
8. John Abernethy
9. Jen Jones
10. Liz Hahn

Alternates in order of most votes:

1. Brian Rowe
2. Jay Van Orman

There are 14 write ins who will become alternates (in order of most votes) if they accept.

STEWARDS:

All of the people on the ballot were elected (18 for 20 spots). Therefore there are 2 open steward positions. We will confirm acceptance from the write-ins. There are 22 write-ins who we will call in order of votes received. We are sure we will get at least 2 more of the write-ins to accept.

1. Michael Barr
2. Sue Martinez
3. Sara Clark
4. Gary Malone
5. John Anthony
6. Michael Omogrosso
7. Johnny Earl
8. Carla McNelly
9. John Jackson
10. Chuck Theobald
11. John Taylor
12. Kirk Wilcox
13. Lois Yoshishige
14. Lauradel Collins
15. Michael Drake
16. Liz Hahn
17. Theo Ko Thompson
18. John Ahlen

STRIKE HARDSHIP

COMMITTEE:

Nine (9) Nominees on ballot for ten (10) positions. All people on the ballot are elected. There are five (5) write-ins who we will approach for the last spot.

1. Holly Stutz
2. Chuck Theobald
3. John Taylor
4. Linda Sappington
5. Dorothy Attneave
6. Brittany Brown
7. Michelle Saxton
8. Lydia Harlan
9. Craig Koharchick

BARGAINING COMMITTEE:

Five (5) Nominees on the ballot for four (4) positions.

1. Sue Martinez
2. Chuck Theobald
3. Lynne Harrell
4. Brittany Brown

Your election committee thanks you,
Erin McGladrey, Richard Daniels, Turi Holte, Denise Garrett (SEIU staff), Norma Martinez-HoSang (SEIU staff). ■



Steward candidates introducing themselves at the March 12th Member Meeting.

~~~~~**Upcoming Events Calendar**~~~~~

**IN APRIL**

**April 2nd (Wednesday)**  
**Contract Action Team**  
**(CAT) Meeting**  
Noon - 1:00 pm

**April 14th (Monday)**  
**SEIU 503 Board of Directors' Elec-**  
**tion Ballots Mailed**

**April 16th (Wednesday)**  
**Member Meeting** (lunch provided)  
Noon - 1:00 pm  
@ EMU, Ben Linder Room

**April 16th (Wednesday)**  
**Stewards Council**  
5:30 pm - 7:00 pm

**April 23rd (Wednesday)**  
**Executive Committee Meeting**  
5:30 pm - 7:30 pm  
@ SEIU Field Office, 11th & Ferry

**April 25th - 27th (Friday-Sunday)**  
**NorthWest ADPIA Freedom School**  
@ University of Oregon

**April 29th (Tuesday)**  
**SEIU 503 Board of Directors' Elec-**  
**tion Ballots Due**

**IN MAY**

**May 1st (Thursday)**  
**May Day Rally to support GTFF**  
Noon - 1:30 pm  
@ PLC

**May 7th (Wednesday)**  
**Contract Action Team**  
**(CAT) Meeting**  
Noon - 1:00 pm

**May 14th (Wednesday)**  
**Local 085 Membership Meeting**  
12:00 pm - 1:00 pm  
@ EMU, Ben Linder Room

**May 14th (Wednesday)**  
**Dr. Gerald Friedman - Single-Payer**  
**Health Insurance Presentation**  
7:00 pm - 9:00 pm  
@ Very Little Theater

**May 21st (Wednesday)**  
**Stewards Council**  
5:30 pm - 7:00 pm

**May 28th (Wednesday)**  
**Executive Committee Meeting**  
5:30 pm - 7:30 pm  
@ SEIU Field Office, 11th & Ferry

**IN JUNE**

**June 3rd (Tuesday)**  
**New Employee Orientation**  
8:15 am - Noon  
@ Ford Alumni Center Ballroom

**June 4th (Wednesday)**  
**Contract Action Team**  
**(CAT) Meeting**  
Noon - 1:00 pm

**June 11th (Wednesday)**  
**Member Meeting (lunch included)**  
Noon - 1:00 pm  
@ EMU, Walnut Room

**June 12th - 13th (Thursday - Friday)**  
**UO Board of Trustees Meeting**  
All Day  
@ Ford Alumni Center



**June 18th (Wednesday)**  
**Stewards Council**  
5:30 pm - 7:00 pm

**June 25th (Wednesday)**  
**Executive Committee Meeting**  
5:30 pm - 7:30 pm  
@ SEIU Field Office, 11th & Ferry

**IN JULY**

**July 2nd (Wednesday)**  
**Contract Action Team**  
**(CAT) Meeting**  
Noon - 1:00 pm

**July 9th (Wednesday)**  
**Member Meeting** (lunch provided)  
Noon - 1:00 pm  
@ EMU, Walnut Room

**July 16th (Wednesday)**  
**Stewards Council**  
5:30 pm - 7:00 pm

**July 23rd (Wednesday)**  
**Executive Committee Meeting**  
5:30 pm - 7:30 pm  
@ SEIU Field Office, 11th & Ferry

## NorthWest Asian Desi Pacific Islander American (ADPIA) Freedom School

APRIL 25TH - 27TH

UNIVERSITY OF OREGON

SUBMITTED BY: ADPIA

The Asian Desi Pacific Islander American (ADPIA) Freedom School is a space where students, professors, artists, community members and activists from the Northwest will come together to engage questions of how to build intersectional solidarity between ADPIA communities. This conference is designed to discuss strategies of change and celebrate our differences through topics such as comedy (Hari Kondabolu), social media (Suey Park), Poetry (Leah Lakshmi), music (Hawane Rios), and community organizing (Multiple community organizations). This year's panelists and workshop presenters will facilitate discussions around multiple topics within ADPIA communities such as LGBTQIA, Multi-Ethnicity, Indigenous environmental resistance, feminism, colonialism, internalized oppression and more.

In order to build solidarity between our communities, we first have to understand what unites us. Through active learning, understanding, and reflecting upon the challenges and specific, multiple oppressions that our ADPIA communities face, we can build intersectional solidarity. We seek to provide concrete opportunities for our attendees to get involved in the movement, network with organizations, and, more importantly, engage in personal development.

Find out more:

- Website: <http://www.adpiafreedomsschool.com/>
- Facebook: <https://www.facebook.com/ADPIAFreedomSchool>

Note: SEIU 503 is a sponsor of this event.

## May Day at University of Oregon - 2014

MAY 1ST (INTERNATIONAL WORKER'S DAY)

PLC

12:00 - Form up - Unions and other groups meet at various points on the UO campus

12:15 - March to PLC's East side steps - Rally with speakers to tie together the 10 days of change from Mother Earth Day to May Day:

- ESSN - Shelley Pineo-Jensen (MC) - Introduction: "Corporatization vs Humanization"
- GCC - What is "Ten Days to Change Course"?
- 350 Eugene - Keystone Pipeline
- HCAO - Economic restructuring for workers with single payer
- Divest UO - What is divestiture?
- SLAP - Student Loans - corporations farming/exploiting students' futures
- SEIU 49 - McKenzie/Willamette strike report
- SEIU 85 - University of Oregon Local
- GTFF - Bargaining report

12:45 - March in support of GTFF Bargaining to Johnson Hall

1:00 - Finish

## Single-Payer Health Insurance Advocate Coming to Eugene

MAY 14TH

VERY LITTLE THEATER

Dr. Gerald Friedman, an economist from the University of Massachusetts in Amherst, will be in Eugene on Wednesday, May 14 to speak about his research into single-payer health insurance programs, including Vermont's efforts in that direction.

Dr. Friedman's research shows that such a publicly-funded system, which would cut out the for-profit insurance companies, could cover everyone in the state and still cost \$1,000 less per person each year than we're currently paying - even with the Affordable Care Act.

The free event will take place at the Very Little Theater, 2350 Hilyard Street from 7:00 - 9:00 pm. Sponsors include Health Care for All Oregon, Physicians for a National Health Plan, and Main Street Alliance of Oregon.

There's a video of Dr. Friedman at: <http://www.youtube.com/watch?v=y-eg-DiDroRg>



## Report from SEIU Local 085 Guest Speakers at the UO Board of Trustees Meeting

### LOCAL 085 VICE PRESIDENT AND CHIEF STEWARD MAKE PUBLIC COMMENTS AT UO BOARD OF TRUSTEE MEETING

Your Local 085 Vice President, Johnny Earl and Chief Steward, Carla McNelly, accepted the opportunity to make public comments at the beginning of the March 27th UO Board of Trustee (UOBOT) meeting. We were accompanied by John Bonine, Professor of Law, who spoke passionately about retaining our University Senate shared governance within the new board structure. We introduced ourselves and described the roles we play on campus, including being alumni of the University of Oregon. We shared our gratitude for the benefit of gaining higher education degrees as a way of stating our loyalty to the institution. We informed the UOBOT that 75% of Classified Staff make under \$40,000 a year and that the most common

calls to our Steward Hotline (346-0321) are for the way we are treated by our supervisors. We also shared that our Executive Committee and Steward spend a great deal of our time training managers on university policy. Yes, we chose our words wisely, university policy. We restated that Classified Staff are loyal and committed to the University of Oregon's success. We hope to be included in conversations regarding the new board and promised to collaborate and support the transition to our new governance structure. Anyone is welcome to attend future UOBOT meetings. The next meetings are June 12th and 13th in the Ford Alumni Center.

Find out more at their website: [trustees.uoregon.edu](http://trustees.uoregon.edu). ■

## How to Get a Copy of the 2013-2015 Contract

### SPIRAL BOUND COPIES

If you would like a printed, spiral-bound copy of the 2013-2015 SEIU Local 503 / Oregon University System (OUS) Collective Bargaining Agreement (aka the latest Contract), please ask a CAT (Contract Action Team member) or a Steward.

### PDF

URL: <http://www.seiu503.org/files/2014/02/2014-02-14-OUS-CBA-2013-2015.pdf>

### HOW TO FIND IT LATER

To navigate to the Contract:

- Go to the SEIU 503 Website: [www.seiu503.org](http://www.seiu503.org).
- Click on "All Contracts" under "Quick Links" at end of page.
- Click "OUS 2013-15" link at the top right.



Kicking off 2013 Bargaining - Delivering Valentines to UO President

## Update on GTFF Bargaining - March 20, 2014

**SUBMITTED BY: GRADUATE TEACHING FELLOWS FEDERATION (GTFF) #3544**

The GTFF hopes that University of Oregon's Administration is starting to get the message that its campus's labor organizations form a strong united front who endeavor to protect the rights of all campus workers and not just those of their individual members. Just a few short weeks ago, the administration clearly did not understand this proposition.

As many of you may know, the GTFF and the University Administration is currently bargaining for a new GTFF collective bargaining agreement. During the bargaining session on January 17th the administration offered contract language that would have given them explicit permission to request GTFs to cover the work of striking employees on campus, or otherwise known as "scabs". This was a drastic change in language from the current CBA which plainly states that no GTF can be required to scab. As an incentive for GTFs to agree to this, the administration offered to increase a GTFs' pay for time spent scabbing (a surprise since the administration claims they cannot increase a GTFs pay for time spent covering for peers using medical or parental leave.) Immediately and through all subsequent sessions, the GTFF rejected the administration's proposal. The administration soon tweaked its language, adding language that would allow GTFs to decline to scab, but still

granted the administration permission to ask GTFs to turn on their labor allies. A very telling moment came on February 14th when the administration had a draft the GTFF was willing to accept. But before getting the GTFF to sign off, the GTFF's lead negotiator, Amber Cooper, wanted to make it clear, in no uncertain terms, that the GTFF was not interested in giving the administration permission to ask its members to scab. Our members were not comfortable with even being asked to turn our backs on our allies from all across campus or being in workplaces divided among people feeling pressure to scab. The administration responded by stating that they had not understood our terms for rejection of their proposal, and the two sides were still far apart in their beliefs. The following session, the administration dropped their proposal and left the language as it stands now, a clear win for the GTFF and our labor allies.

Ah, but what brought about this change of heart? Was it just our words at the bargaining table?

No, it's been you. The physical show of support between the unions and campus labor organizations has been instrumental to our cause. The GTFF is not fighting alone, we have you to assist us. SEIU and its members have continued to turn out to support the GTFF in our bargaining. Each

and every bargaining session has seen SEIU members join the GTF as we fight for the rights we feel we deserve from the administration, including a wage to cover basic living expenses, major dental care, a better system to manage our workloads, and medical and parental leave. A large number of you turned out for our Febru-



Typical crowd at GTFF negotiations.

ary 14th Dental Coverage Rally outside Johnson Hall. Your support even included a visit from the SEIU labor choir who lead us in songs of support and strength to shake the walls of that administrative fortress. It is no coincidence that the administration dropped their attempt to drive the GTFF apart from its labor allies at the bargaining session a week after our rally. The GTFF, SEIU and other labor organizations had just demonstrated to the administration we cannot be divided. We stood together as one. At the table we told the administration point blank we would stand alongside you, and you have proven to them that you will stand (and sing) with us. The administration is not just facing the GTFF, they must also grapple with you. We are all in this together. The GTFF will not turn its back on you, and we look forward to always having your support. We look forward to seeing purple in spring term and future school years at rallies, bargaining sessions, picnics, and many more campus and community events.

in solidarity,

The GTFF



GTFF bargaining team at post-bargaining debrief.

Dave Grych, Jon LaRochelle, Amber Cooper, Steve McAllister, Shawna Meechan.  
(from left to right)

## 36 Reasons to be thankful for Unions

Show your support for the labor movement! If for some reason you can't join a union, but want to support your fellow working Americans and fight for good jobs and a just economy, join Working America at [www.WorkingAmerica.org](http://www.WorkingAmerica.org).

When you join Working America - or if you're already a union member -- you are automatically eligible for Union Plus discounts and benefits at [www.Union-Plus.org](http://www.Union-Plus.org) - including legal services, health savings, financial services and discounts on everything from AT&T wireless, car rentals and other travel, auto insurance, flowers, entertainment, movies and much more! Union members are also eligible for their union's Union Plus benefits!

Did you know that labor unions made the following 36 things possible?

1. Weekends without work
2. All breaks at work, including your lunch breaks
3. Paid vacation
4. Family & Medical Leave Act (FMLA)
5. Sick leave
6. Social Security
7. Minimum wage
8. Civil Rights Act/Title VII - prohibits employer discrimination
9. 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week
14. Workers' compensation (workers' comp)
15. Unemployment insurance
16. Pensions
17. Workplace safety standards and regulations
18. Employer health care insurance
19. Collective bargaining rights for employees
20. Wrongful termination laws
21. Age Discrimination in Employment Act of 1967 (ADEA)
22. Whistleblower protection laws
23. Employee Polygraph Protection Act (EPPA) - prohibits employers from using a lie detector test on an employee
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and evaluations (i.e. raises)
26. Sexual harassment laws
27. Americans With Disabilities Act (ADA)
28. Holiday pay
29. Employer dental, life, and vision insurance
30. Privacy rights
31. Pregnancy and parental leave
32. Military leave
33. The right to strike
34. Public education for children
35. Equal Pay Acts of 1963 & 2011 - requires employers pay men and women equally for the same amount of work
36. Laws ending sweatshops in the United States

Modified from Working America.



Local 085 shows solidarity at 2013 Eugene Celebration  
Liz Hahn, Lois Yoshishige



## Volunteer Opportunity

If you'd like to help employees facing health hardships, we need a volunteer willing to act as the Hardship Leave Liaison. This SEIU member contacts hardship leave participants to learn about their needs and works with an SEIU Organizer to send these monthly messages. Call Denise Garrett, 541-968-0479 (cell), if you're interested.

## UO Local Website

Did you know our Local has its very own website? Check it out:

<http://local085.seiu503.org/>

## Shop SEIU!

Proud to be union member? Shop in the SEIU Online Store!

<https://seiu.imagepointe.com/seiu/>

## Paid Sick Days for Eugene

**SUBMITTED BY: LAURIE TRIEGER, EVERYBODY BENEFITS COALITION**

We all get sick, but not all of us have time to recover. Over 25,000 private-sector workers, and a shocking 78% of low-wage workers, in Eugene don't earn paid sick days while they work – not a single one.

For too many families taking a child to the doctor or staying home with the flu means losing pay - or even your job. Just a few paid sick days a year can provide working families a much needed measure of economic security, especially in these tough economic times. No one should have to choose between their job and their family's health.

Further, workers who can't earn sick days are heavily concentrated in jobs that require a high level of interaction with the public — the people who serve and prepare our food, look after our children and care for the elderly. When those workers feel compelled to come to work sick, it's not just their health that's at risk — it's all of us.

We also know that Eugene's economy does better when our employers and workers do well. Employers do better with

a healthy, productive workforce with low turnover and strong loyalty— which are all linked to paid sick days. And when workers keep needed income in their pockets (by not losing income when they're sick), they spend more to boost the local economy.

The good news is a strong, diverse coalition is actively working toward a simple solution: allow workers to earn paid sick time while they work. When they do, everybody benefits. This April, the Eugene City Council will consider an ordinance that would allow over 25,000 workers in the private sector to earn paid sick days as they work.

Your voice matters!

Contact your City Council and Mayor at [mayorcouncilandcitymanager@ci.eugene.or.us](mailto:mayorcouncilandcitymanager@ci.eugene.or.us) or by calling 541-682-8340 and ask them to support a paid sick days ordinance for all Eugonians.

To be part of this growing movement, learn more, and get involved please visit [www.everybodybenefitseugene.org](http://www.everybodybenefitseugene.org) or Email [laurie@familyforwardoregon.org](mailto:laurie@familyforwardoregon.org)



## University of Oregon Local 085 Stewards

### UO Steward Hotline

541-346-0321

Call the Local 085 Steward message line if you have questions about a work problem, possible contract violation, or need help with a disciplinary issue. Leave your name, phone number, and brief description of the problem.

Messages are collected daily. A steward will call you back.

### Weingarten Rights: Your Right to Representation

If, on any occasion, your boss or supervisor calls you into a meeting and you believe that this meeting might reasonably result in discipline against you, you have the right to be accompanied in that meeting by a union steward or representative of your union.

These are the rights you have:

- You have the right to bring along a representative of your union to that meeting.
- You need to inform your boss that you want a union representative present.
- If you do not know or are not told what the meeting is about, you have the right to ask whether it may be disciplinary in nature.
- If the boss or supervisor forbids the union representative from sitting in, ask your boss again in the presence of a witness.
- Once you have clearly requested a shop steward for the meeting, the employer has three options:
  1. Grant your request,
  2. Discontinue the interview, or
  3. Advise you that you have the choice to either discontinue the interview or waive your right to union representation by continuing the interview.
- Do not agree to participate in an interview without representation. The right to union representation is for your protection and you should

not agree to waive that right.

- If the employer refuses to recognize your right to representation and threatens you with discipline if you refuse to participate in the interview and/or answer questions, you should:
  1. Specifically state that you are not waiving your rights and are participating under protest.
  2. If you can, take notes about the questions you are asked and the answers you give. Otherwise, write those things down immediately after the interview.
  3. After the interview, immediately contact your shop steward and discuss filing an Unfair Labor Practice complaint against the employer.
- You have the right to talk with your union representative before and even during the meeting.
- Your union representative has the right to participate and to speak at the meeting, not just to be there simply as a witness.

These rights are called Weingarten rights. They stem from a case decided by the Supreme Court in its 1975 ruling in *NLRB v. Weingarten*.

As with any rights, if we do not use them, we may lose them.

### Current Stewards

**John Ahlen, Chief Steward**  
International Affairs, 6-1422

**John Anthony**  
Campus Operations, 6-1527

**Johnny Earl**  
Campus Operations, 6-2294

**John Jackson**  
Campus Operations, 6-2188

**Gary Malone**  
Campus Operations, 6-2215

**Carla McNelly**  
Undergraduate Studies, 6-1229

**Chuck Theobald**  
Lewis Neuroimaging, 6-0343

**Theo Ko Thompson**  
Admissions, 6-1301

**Kirk Wilcox**  
Campus Operations, 6-2188

**Candace Woyak**  
Campus Operations, 6-2272

**Lois Yoshishige**  
Business Affairs, 6-1251



The SEIU Member Resource Center (MRC) is available to help members and stewards with guidance and resources. The MRC is staffed by experienced SEIU organizers ready to help us protect and use our contract rights.

If you have a problem on the job, always check with a Local 085 Steward first, but the MRC can also help when needed. **1-877-798-0008 (toll free)**

## SEIU Member Resource Center

**1-877-798-0008  
(toll free)**

### Eight Signs Your Boss is a Bully

**Verbally abuses you**

**Intimidates you on a regular basis**

**Questions your adequacy and your commitment**

**Intrudes on your privacy**

**Undermines your work**

**Impedes your success**

**Spreads rumors about you**

**Isolates you at work**

**Call the Steward Hotline to report a bully boss.**

<http://bullying.about.com/od/Victims/a/8-Signs-Your-Boss-Is-A-Bully.htm>

How to know if your boss is bullying you, by Sherri Gordon

**Local FOCUS**

UO Local 085 - Local Focus  
SEIU Local 503  
P.O. Box 12159  
Salem, OR 97309-9978

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



**Contact SEIU:**

SEIU 503-Eugene Office  
488 E. 11th St.  
Eugene, OR 97401

541-342-1055

[www.seiu503.org](http://www.seiu503.org)  
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