



SEIU Local 503

University of Oregon Sublocal 085

Sworn Police Officer Bargaining Continues

BY DENISE GARRETT,
SENIOR ORGANIZER

On July 1st, negotiations between the University and SEIU for the strike-prohibited Sworn Police Officers (SPOs) entered the seventh month. Bargaining has been productive and we are nearing agreement on many of the articles that will encompass their first contract.

In June and early July, we received and discussed over twenty counter proposals from the University ranging from discipline and discharge to defense and indemnification and from salaries to overtime.

We are particularly keen to get the discipline and discharge article right. Police

Continued on Page 6

What's Inside...

Two More Wins from Last Year's Contract Negotiations..... Page 1

Sworn Police Officer Bargaining Continues..... Page 1

OUS Classification & Compensation Roller Coaster Slowly Going Uphill Page 2

Preparations for SEIU 503 General Council..... Page 3

Events Calendar..... Page 4

Campus Visit - OUS Associate General Counsel for Labor and Employment..... Page 5

UO Stewards..... Page 6

UO Launches Expedited Search for Labor Relations Director..... Page 7

Local Focus

Two More Wins from Last Year's Contract Negotiations

BY KURT WILLCOX, FORMER CHIEF BARGAINING DELEGATE

Apparently, patience can be a virtue - at times. For the third time since contract bargaining concluded last September, SEIU members have won a victory that grew out of those negotiations.

First, we were able to convince the Oregon Legislature in March to **fund our full step increases for both contract years**. Those raises and retroactive payments appeared in our May paychecks.

Now we have two more wins involving this year's cost of living adjustment (COLA) raise and next year's health insurance premiums. Both are connected

to positive developments in our PEBB health insurance plans.

COLA Will Be Earlier for All: We bargained to receive a COLA raise of 2.0% effective December 1, 2014. But we also got OUS to agree that we'd get that COLA earlier if the premium increases for our PEBB insurance came in lower than anticipated. In other words, if the OUS schools saved on the cost of health insurance, they would be required to pass some of those savings on to us.

As it turns out, PEBB insurance rates actually went down,

Continued on Page 7

Upcoming Events...

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
@ LISB 2nd Floor Conference Room

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

July 26th (Saturday)
OUS Statewide Leadership Meeting
@ Salem, Oregon

Continued on Page 4

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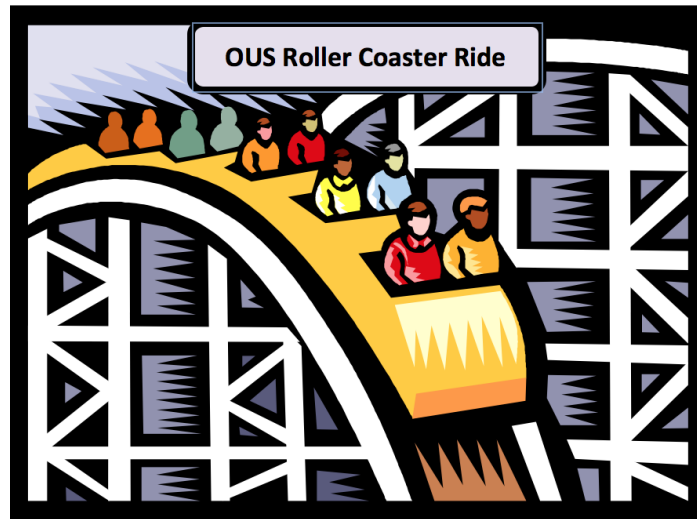
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OUS Classification & Compensation Roller Coaster Slowly Going Uphill

**BY: CARLA MCNELLY, PRESIDENT AND
JOHNNY EARL, CHIEF BARGAINING DELEGATE**



Good news! The Oregon University Systems Vice Presidents and Human Resources Directors decided not to allocate the new classification specifications and job families until December 2015. We will begin receiving the new classification specifications in the near future so we can begin commenting on them. Statewide Local 503 will be given a timeline from OUS in a few weeks of the order of which classification specifications and job families we will begin receiving. We hope to have the timeline by early July. Your Local 085 will begin having job family meetings when we receive the timeline from our Statewide Local 503.

Stay tuned for our continuing ride on the OUS Class and Comp Roller Coaster – keep checking website, emails, and bulletin boards for the latest information.

The really good news is that we have an extra 18 months to make sure we all have correct position descriptions!!

Your Local 085 leadership will forward information from our Statewide SEIU Local 503 and from OUS when it becomes

available. This is an excellent opportunity for us to become active in our local, insure that everyone is a member, and to network amongst job families.

For more information about becoming a member, please contact Lisa Sieracki, Membership Organizer, at sieracki@softhome.net. For information about becoming a CAT (Contract Action Team) member, please contact Lois Yoshishige, Chief Contact, at loisy085@comcast.net. Check out our Local 085 website <http://local085.seiu503.org/> for information and updates on the Classification and Compensation rollout.

In solidarity,

Carla and Johnny

Preparations for SEIU 503 General Council Begin

BY KURT WILLCOX, LOCAL 085 CHIEF GENERAL COUNCIL DELEGATE

Every two years, several hundred delegates representing SEIU 503's nearly 50,000 members get together to set the union's policy direction, attend training sessions, and learn more about the different issues we all face. This year's General Council will take place August 14-16 in Albany.

Much like any legislative body, General Council delegates debate and vote on a series of proposed resolutions that affect how the union operates. These can involve significant changes, like the discussion we had last year about unification with SEIU



2012 General Council

Local 49, or very minor house-keeping adjustments.

The first batch of proposed resolutions that will be considered in August was just released and are available for review on our Local 085 website, <http://local085.seiu503.org/>. These were submitted by locals like ours, by individuals, and groups of members. The ones that are likely to generate the most discussion involve revising the role our organizers play in grievance handling, requiring the union to hold regional meetings six times a year, using electronic voting in union elections, and making a sizable change to our dues structure.

Each resolution includes a financial impact statement. The website also includes memos from the SEIU 503 attorney and our Political Department about the legal implications of these

proposed resolutions and how they could impact our political program.

We will receive a second batch of resolutions in late July from the SEIU 503 Board of Directors. We'll post those on our website for members to review as well.

If you have any questions, concerns, or input to offer, please email me at kurtwill085@gmail.com.

Thanks. ■

General Council: Civil and Human Rights Committee

(Caucus: The Lavender Caucus (LGBTQ), Asian and Pacific Islander Caucus, Latino Caucus and African American Caucus)

The committee and caucus members meet to discuss and give voice to the critical issues that affect and impact all of us in small and big ways, at our workplace and in our communities. The Committee will present current critical issues and campaigns that underscores why IN IT TOGETHER matters.

For more information, contact:

Theodora Ko Thompson,
thompson085@yahoo.com or

Johnny Earl,
johnnyearl59@yahoo.com.

General Council: Women's Council

The November 2014 election is a critical election to turn out the vote. Legislative and policy decisions impact working women who continue to experience socio-economic challenges at many levels pertaining to work and family issues, health care, work life balances, etc. The theme to kick off the Women's Council campaign is Women Vote! - a call to action to Get Out The Women Vote (GOTWV) for family-friendly legislators, legislation and policies that impact working families. Information will highlight areas of oppression of women in Oregon and in other countries, on women's suffrage, the critical role of women's rights in voting, and empowering women of their rights to vote to make a difference.

For more information, contact:

Theodora Ko Thompson,
thompson085@yahoo.com.



Events Calendar



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 Meeting
5:30 pm - 7:00 pm
@ LISB 2nd Floor Conference Room

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

July 26th (Saturday)
OUS Statewide Leadership Meeting
@ Salem, Oregon

AUGUST

August 1st-3rd (Friday-Sunday)
AFL-CIO 2014 Summer School
@ Global Scholars Hall
Registration Required

August 6th (Wednesday)
Contract Action Team (CAT) Meeting
Noon - 1:00 pm

August 13th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ EMU, Walnut Room

August 14-16 (Thursday-Saturday)
SEIU 503 General Council 2014
@ Albany, Oregon

August 20th (Wednesday)
Stewards Council Meeting
5:30 pm - 7:00 pm

August 27th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ SEIU Field Office, 11th & Ferry



SEPTEMBER

September 1st (Monday)
Labor Day Holiday

September 3rd (Wednesday)
Contract Action Team (CAT) Meeting
Noon - 1:00 pm

September 10th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ EMU, Walnut Room

September 11-12 (Thursday-Friday)
UO Board of Trustees Meeting
@ TBD

September 17th (Wednesday)
Stewards Council Meeting
5:30 pm - 7:00 pm

September 24th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ SEIU Field Office, 11th & Ferry

AFL-CIO 2014 Summer School
August 1-3, 2014
Global Scholars Hall

Throughout the Summer School weekend, participants meet to share insights and ideas in . . .

- Educational core courses & workshops
Small group discussions
. . . with lots of opportunities to connect with union members from around the state.

Register Now!

http://lerc.uoregon.edu/events/summer-school/

Note: Cost \$290 - all SEIU scholarships have already been claimed.

Campus Visit: June 18, 2014

OUS Associate General Counsel for Labor and Employment

BY LISA SIERACKI (MEMBERSHIP ORGANIZER), HOLLY STUTZ (CAT), AND
KURT WILLCOX (CHIEF GENERAL COUNCIL DELEGATE)

Brian Caufield met with about 15 classified staff in the EMU Gumwood Room from 11:30 to 1:30 on June 18, 2014. Brian is the OUS Associate General Counsel for Labor and Employment – the person who represents management in our contract negotiations. Our local union sent Brian several questions relating to the OUS Class and Comp rollout prior to the meeting, which he addressed.

CLASSIFICATION & COMPENSATION OVERVIEW

Brian said, as was reported previously, that the process of allocating employees to our new job classifications has been delayed until 2016. This he said, is because Senate Bill 270, creating new institutional boards, interrupted the OUS classification and compensation process. He distributed a copy of a message from the Classification Compensation Advisory Committee explaining this.

OUS considered implementing the rollout in phases, focusing on a few job families at a time, to allocate and train managers with the new system. However, the HR staff at several universities decided to delay the rollout, to have enough time and resources available to be able to complete the project.

The consultant, Fox Lawson, will finish producing the new classification specifications by the December 2014 due date. HR staff at each university, as well as classified employees, will have an opportunity to provide feedback on the classification specifications as they are released.

In 2015, Mr. Caufield will be in charge of completing the classification and compensation process, though for at least the first six months of 2015 he'll also be heavily absorbed with our contract negotiations. That's why we don't expect to see any employees moved to their new positions until January 2016. Brian expects the universi-

ties will finish the allocation process by the end of 2016, just in time for 2017 contract negotiations where we will bargain wages for all the new job classes.



Brian Caufield addressing Classified Staff

RESPONSES TO UNION'S QUESTIONS

Q. What [will the] process [be] when employees are placed in the wrong classification or job family?

A. There will be an appeals process in which employees can dispute their classification assignment, and provide evidence why it is incorrect. HR will review and accept or deny. They plan to do it in phases. Brian wants a 30 day window for employees to appeal.

The consultant is providing class specifications, then will give those to the union. The contract with the consultant [Fox Lawson] will be done December 2014, so that part needs to be done by then.

Q. What is this new performance evaluation system we've heard about?

A. The consultant is also supposed to develop a system-wide performance evaluation system and training materials for HR staff at the different universities to be able to train managers. Fox Lawson will train a core group in each university's HR who will then train other managers on campus.

Q. We know the UO is not currently doing performance evaluations in a timely manner. What percentage of UO classified employees receive their annual evaluations?

A. The UO tells me it's about 49% for classified employees and about 75% for OAs.

Q. Tell us about the process for professional development career paths within the new job families.

A. It will be clear what it takes to advance to the next level. Each step in the process will be clearly defined.

Q. Since UO leadership does not enforce the contract language for annual updated position descriptions, what staffing levels are in place at the UO to handle all of the reclassifications in a timely manner that we plan to submit between now and December 31, 2015?

A. Assuming after positions are allocated, because we do have a reclass procedure in place now.

Q. What are your thoughts on the Chief HR search?

A. UO HR is inadequately staffed. They are hiring an HR consulting firm to make recommendations. UO data and software systems are also inadequate and will be updated. This is not an issue at OSU.

Q. What of the June 30, 2015 reclassification deadline?

A. June 30, 2015 deadline is not mandatory. [Note: Changes at OUS and UO make this deadline moot.]

Q. Could you expand on career paths? Not everyone has access to job-related training now. Supervisors sometimes deny requests for training or say they don't have the money. So, even if the career paths are clear, how will employees be able to pursue them?

A. It will be up to the schools to offer training. There will be clear tasks/skills needed to advance. He thinks [employees] will be able to request to shadow someone or sit in on classes or get a license, etc. Brian was asked **how this is different than what we have now, i.e. currently we have markers but the supervisor can deny requests for training, or say they don't have the money.** Brian said if a supervisor says "no," they have to provide [an explanation] in writing within 30 days. This is a change that was made in the 2013-2015 contract. [Note: If the employee disagrees, they can challenge the denial.]

University of Oregon SEIU 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.

Sworn Police Officer Bargaining Continues

From Page 1

officers can face a range of routine investigatory circumstances, both non-disciplinary and potentially disciplinary, including service complaints, internal affairs, use of force, etc. Union bargaining team representatives Adam Lillengreen, Mike Drake and Allison Hart bring a depth of experience and knowledge to the table and are working hard to define language that provides adequate safeguards in different circumstances.

The most contentious back and forth discussion has centered on the University's proposed six-step wage schedule which would leave UOPD officers well behind Eugene Police and Lane County Sheriff wages. The University needs to invest in wages to recruit and retain officers for the long-range stability of the department.

We are making steady progress and will soon focus on the key issues of wages, overtime, and work schedules. As of press time, additional bargaining dates were not confirmed. If you'd like to observe bargaining, please call Denise Garrett, 541-968-0479. Stay tuned for bargaining updates and ways you can support officers in settling a first contract! ■



WHAT IS THE UO'S MISSION?

Educate students? Win football games? Provide a decent place to work for faculty and staff? If you've got an opinion, the UO Board of Trustees would like to hear it. They're in the process of updating our current nearly 20 year-old Mission Statement and are hoping to craft something that's meaningful for all parts of the university community.

The easiest way to take part is to go to <https://provost.uoregon.edu/mission-statement-revision>. There you'll find our existing statement, mission statements from other universities, and a tentative draft of a potential new UO mission statement. So, take this opportunity and tell the Board what the UO should aspire to be.

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. Request your right to representation if you are ever in a meeting in this situation.

Current Stewards

John Ahlen, Chief Steward
International Affairs, 6-1422

John Anthony
Campus Operations, 6-1527

Michael Barr
EMU

Sara Clark
EMU, 6-0848

Lauradel Collins
Computer and Info. Science, 6-1389

Michael Drake
Police Department, 6-2919

Johnny Earl
Campus Operations, 6-2294

Lynne Harrell
Purchasing & Contract Svcs, 6-3220

Shawn Holliday
Campus Operations

John Jackson
Campus Operations, 6-2188

Gary Malone
Campus Operations, 6-2215

Carla McNelly
Undergraduate Studies, 6-1229

Sue Martinez
University Food Services

Michael Omogrosso
University Housing, 6-5594

John Taylor
UO Libraries, 6-1865

Chuck Theobald
Lewis Neuroimaging, 6-0343

Theo Ko Thompson
Admissions, 6-1301

Kirk Wilcox
Campus Operations, 6-2188

Candice Woyak
Campus Operations

Lois Yoshishige
Business Affairs, 6-1251

UO Launches Expedited Search for Labor Relations Director

BY KURT WILLCOX, CHIEF GENERAL COUNCIL DELEGATE

After two failed searches in the past year for a new Employee and Labor Relations Manager (ELRM), the UO recently decided to raise the position to Director status, enlist the help of a search firm, and attempt to hire someone within the next two months. This person will be primarily responsible for handling employment issues involving SEIU-represented classified employees and our supervisors.

The position will now be called the Director of Employee and Labor Relations. It will report to the Chief Human Resources Officer (CHRO) when that position is filled and it will have the same status as the position the UO recently created and filled to administer the faculty

contract. With the higher status will come a higher salary range.

Greg Stripp, Associate Vice-President for Finance and Administration, will lead the expedited search. The search committee will only include about three people and there will be no SEIU representative on it. The UO will use the services of the Duffy Group search firm to generate likely candidates.

The "streamlined" search committee and the Duffy firm will be responsible for developing the final group of 2-4 candidates who will be brought to campus for interviews. Once they are here, all interested constituencies, including SEIU representatives, will have an opportunity to meet with them. ■

HOW TO FIND THE CONTRACT

Spiral Bound

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 on the Web

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

HOW TO DONATE TO HARDSHIP LEAVE

The process to donate vacation or personal hours is straight-forward, just follow the link provided below. This is a great benefit established in the joint SEIU-OUS collective bargaining agreement under Article 40 - Sick Leave, Section 8, Hardship Leave.

The Authorization for Transfer of Leave Form is posted on the UO Human Resources website <http://hr.uoregon.edu/hardship-leave-procedure>. Call Laurie Mills, HR Medical Leaves Coordinator, 541-346-2950 or email lmills@uoregon.edu if you need assistance or have questions about the program. The completed Authorization form can be routed to Laurie Mills in Human Resources or faxed 541-346-2548 (FAX).

Two More Wins

From Page 1

so we're going to get our COLA on September 1 – three months early!

(The details: OUS budgeted for a 5% increase in premiums. They agreed to move our COLA up a month for each 1.6% less than 5% that the premiums actually increased. Article 2, Section 1(B).)

Premium Share Will Be Smaller for Some: After trying to get us to pay 10% of our insurance premiums, OUS backed off and agreed to continue the 5% premium share arrangement that began in our 2011-13 contract. But they also agreed to reduce that premium share down to 3% in 2015 for full-time workers under certain conditions. PEBB just announced that those conditions have been met, so many of us will be in a position to pay less for our health insurance next year.

(The details: First, at least 95% of the DAS and OUS workers throughout the state had to have at least two insurance plans available to choose from. This was achieved. Second, if you work full-time and you choose the lowest cost plan available in your area during open enrollment this fall, you will only have to pay 3% of the premium cost in 2015. For Lane County residents, that means signing up for the Providence Choice plan. Of course, we all need to carefully review each of the available plans to see which provides the best coverage for ourselves and our families. Article 24, Section 2(A).) ■

Seeking Newsletter Volunteer Staff

The UO Local Focus Newsletter is seeking volunteers for the following roles:

- Events Calendar Reporter
- Photographer
- Interviewer

Interested? Contact Jen Jones, Newsletter Editor, jenjones503@gmail.com.

Local FOCUS

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