



SEIU Local 503

University of Oregon Sublocal 085

UO Ombuds Program

BY CARLA MCNELLY, PRESIDENT

Over the past several years, various constituent groups across campus have been concerned about our workplace environments. The Faculty Advisory Council (FAC), Officers of Administration Council, the UO Senate Respectful Workplace Committee, and most recently the UO Senate Task Force to Address Sexual Violence and Survivor Support have been asking for a safe and confidential place for all employees and students to seek information without fear of our stories being told without permission. This spring, the UO hired Bruce MacAllister to establish an Ombuds Program on our campus to provide such a safe place. Since starting at the

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Local Focus

In It Together!

SEIU Local 085 (UO) Supports GTFF Fight

BY CHUCK THEOBALD, SECRETARY AND
THEODORA KO THOMPSON, VICE PRESIDENT



Rally for GTFF at Johnson Hall, November 12

We stand together with the University Senate, the University of Oregon Faculty United Academics (UA), the Eugene Springfield Solidarity Network

(ESSN), and the Student Labor Action Project (S.L.A.P.), a student organization fighting for social and economic justice, in support of the Graduate Teaching Fellows Federation (GTFF) fight for an equitable contract that honors and values their work, and provides medical and parental leave.

For the past several years we have faced tough bargaining for

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Upcoming Events...

- December 3rd (Wednesday)**
Contract Action Team (CAT) Meeting
Noon - 1:00 pm
@ EMU, South Dining Room West
- December 10th (Wednesday)**
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ EMU, Walnut Room

- December 11th (Thursday)**
Executive Committee Meeting
12:00 pm - 1:00 pm
@ EMU, Alsea Room

- December 17th (Wednesday)**
Stewards Council Meeting
5:30 pm - 7:00 pm
@ LISB 2nd Floor Conference Room

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SEIU in Oregon has Successful Election Effort

This article is based on a report from SEIU 503 Political Director Melissa Unger who spoke at our Local Meeting in September.



While the national trends seem daunting for how we continue to fight for working families, Oregon results are completely different. We won here in Oregon on the things we mobilized around. We won for a Governor that shares many of our values and elected a Legislature that will work with us to move forward an agenda.

We made a huge difference in the races we put the most resources into. SEIU Locals 503 and 49 together knocked on 41,505 doors, made 11,602 contacts on those visits, and talked with 12,883 people on the phone, putting in over 1,500 shifts. A big thank you to the members that just kept volunteering. In Lane County this included James Jacobson (Local 085), Adam Riggs (Home Care), and Eileen Ordway (Home Care).

The work we have done through CAPE, our political action committee, was key to our victories. We spent \$1 million – all voluntary member donations – on legislative races and the Governor's race. Our resources allowed us to protect our supporters in the House and Senate and to take opportunities to pick up seats if they existed.

We enter next year's legislative session with a 35 seat pro-worker majority in the House and an 18 seat pro-worker majority in the Senate. Even with these majorities, the fights we are taking on are bigger than ever. When we are trying to win victories that matter to working families, our opponents will be fierce and passing things will be very hard. We are going to have to gear up for a session where we will need to mobilize constantly to be able to win and remind legislators of the issues that voters care about. ■

Working Moms with Babies

BY DOROTHY KARSTROM, MEMBER

There are many personal and work related challenges in being a working mom with a baby. The U of O has State laws to allow lactating mothers to breastfeed in public, and to give them breaks to express milk, and to make reasonable efforts to provide a private place to do so, and refrigeration to store expressed milk.

Joanne Malone is one of many employees with a baby. She has agreed to discuss her experiences regarding the U of O and the above mentioned policies.

Joanne returned to work after 12 weeks. Her personal challenges involved making the adjustment to having her son, Fox, go to sleep at night when she was at work till 12am. At first it was a bit tough, but Fox has made the adjustment. He is sometimes still awake when she comes home, but seems to be okay with it.

Fortunately, her husband is home to provide child care, which can sometimes be hard to find for the specific shifts that a mother has to work. Joanne also was promoted to a supervisor position that

worked out well for her to schedule her breaks and lunch periods in time to coincide with breastfeeding and expressing milk. During the summer, she was allowed an empty office that may not have been there for her during the school year at the venue where she was assigned to work. When she went back to work at her regular venue, there were more rooms available for her needs. Joanne states that she feels the U of O followed the State laws with these procedures to her satisfaction, but she has perhaps been more fortunate than others. Her health insurance provided a breast pump, and a freezer/storage bag for her milk, so she didn't have to deal with trying to find a safe place for refrigeration.

Visit Lactation Support (<http://hr.uo-regon.edu/content/lactation-support-0>) and Family Friendly Policies and Legislation (<http://hr.uoregon.edu/worklife/family-friendly-policies-and-legislation>) for more information regarding working mothers with babies. ■

SEIU Local 085, UO, Supports GTFF Strike

From Page 1

continued health care benefits and fair wages. Our workload has increased; management tried to take away our overtime and layoff rights.

The Graduate Teaching Fellows Federation (GTFF) has voted to authorize a strike. Our GTFs do not want to strike. Similar to us, they would rather agree to an equitable contract that meets the needs of graduate employees. Our GTFs are paid minimum wages that fall more than \$200 below what the University of Oregon's own Financial Aid Office estimates it costs to live as a graduate student. They have no form of paid leave from work if they are ill, injured, or have recently had children.

We know how important health care benefits are - the value of medical and parental leave - for our individual well being, and what it means for our families. While we deal with the University Shared Services Enterprise (USSE), the GTFF deals directly with the University of Oregon. In either case, the tactics are the same: they claim there is not enough money while paying \$300 an hour for a lawyer to sit at the table. Now they are delaying and refusing to consider fair proposals. Our three Unions, along with the Teamsters and the UO PD Union (also part of SEIU), represent approximately 5000 employees who make this University the place of quality education and learning that our students deserve.

You Can Show Your Support!

SEIU Local 085, representing Classified Staff, will be coordinating with the GTFF to join together in action to support a fair contract for the graduate employees. Keep watching your email and Union bulletin boards for notice of these actions. Bring your rain gear and plan to join us.

Our Union contract prevents us from engaging in "any strike, or walkout or commit any other acts of work stoppage during the term of this Agreement". What



Canine Supporter

we do on our own time, however, is ours. You are encouraged to take actions in support of GTFF members such as walking picket lines or passing out flyers before or after your regular work shift, during your lunch or break time. You must make sure, however, not to do anything that can be viewed as withholding your labor or refusing to go to work. If you wish, you may take vacation or comp time to come out and lend your support to our fellow unionists.

The University's Academic Freedom Policy encourages open and free discussion of a wide variety of issues. Really, nothing is off the table, including discussions of the issues around why the GTFF is on strike. Share your thoughts and reasons for supporting them with co-workers, supervisors and other interested parties. Also, hang some GTFF strike signs in your work space. There is a great 'In It Together' sign with the logos of GTFF, SEIU and UA available on our web site:

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

In the event that you are asked to perform the work normally done by a GTF, evaluate whether such duties are in your position description. If not, this likely constitutes work out of class. Our contract does not expressly address this issue, so it would be best to not refuse, though you could mention that you will do so under protest. If you feel that you are not qualified for these duties, be sure to bring this up to your supervisor. All communications, including the original instruction, should ideally be in writing. We also want you to contact a Union Steward should you be placed in this position. Please call the Steward Hotline at 541-346-0321 to report a request to do the work normally performed by a GTF.

You Can Sign the Support Petition

Petition: <http://gtff3544.net/>

Join UO faculty, staff, and students and announce to the University administration that GTFs deserve a fair and equitable contract. ■

UO Ombuds Program

From Page 1

UO, Bruce has been actively talking with all campus stakeholders and researching all of the resources available on campus.

Your Local 085 Executive Committee and Steward Council have been working directly with Bruce MacAllister, UO Ombudsperson, as he establishes the Ombuds Program on campus. He has read all of the collective bargaining agreements on campus and is prepared when talking directly with Classified Staff regarding our workplace issues. Calling our Steward Hotline at 541-346-0321 to speak with a trained steward is still the best place to discuss contract violations. However, we feel confident that the Ombuds Program is a safe and confidential place to discuss a hostile workplace environment.

For more information about the Ombuds program, visit <http://ombuds.uoregon.edu/>. ■

Events Calendar



DECEMBER

December 3rd (Wednesday)
Contract Action Team (CAT) Meeting
Noon - 1:00 pm
@ EMU, South Dining Room West

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

December 10th (Wednesday)
UO Board of Trustees Committees Meetings
@ Ford Alumni Center

December 11th (Thursday)
UO Board of Trustees Meeting
8:00 am - 2:30 pm
@ Ford Alumni Center, Giustina Ballroom

December 11th (Thursday)
Executive Committee Meeting
12:00 pm - 1:00 pm
@ EMU, Alsea River Room

December 12th (Friday)
UO Board of Trustees Meeting
8:00 am - 12:30 pm
@ Ford Alumni Center

December 17th (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB 2nd Floor Conference Room

December 18th (Thursday)
Strike Hardship Funds Committee
12:00 pm - 1:00 pm

JANUARY

January 7th (Wednesday)
Contract Action Team (CAT) Mtg
Noon - 1:00 pm
@ EMU, South Dining Room

January 8th (Thursday)
Executive Committee Meeting
12:00 pm - 1:00 pm
@ EMU, Alsea River Room

January 11th (Sunday)
SEIU 503 Annual Member Meeting
@ SEIU 503, OPEU, Salem headquarters
3:00 pm - 5:00 pm

January 14th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ EMU, Gumwood Room

January 15th (Thursday)
Strike Hardship Funds Committee
12:00 pm - 1:00 pm

January 21st (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB 2nd Floor Conference Room

January 24th (Saturday)
SEIU 503 Stewards Conference
@ Double Tree by Hilton in Portland

January 25th (Sunday)
SEIU 503 Bargaining Conference
@ Double Tree by Hilton in Portland

January 28th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ LISB, Room 217

VACATION CASH-OUT

DUE DECEMBER 31, 2014

According to our Collective Bargaining Agreement (CBA) in Article 47, Section 17, Classified Staff have the option to "cash out" up to 40 hours of vacation time to be paid in our January 2015 paychecks, provided we have a minimum of 80 hours of accrued vacation leave remaining after the cash-out.

The option to "cash out" vacation is not new to the contract; however this is a reminder that the request for the payment must be made **no later than December 31, 2014** for the January 2015 payment. The request to "cash out" vacation cannot be changed or revoked after December 31, 2014.

The form to request a "cash-out" is available on the Human Resources website at: <http://hr.uoregon.edu/policy/leaves/seiu-request-cash-out-vacation>

A copy of the form needs to be emailed or faxed to the Office of Human Resources no later than December 31, 2014.

Email: hrinfo@uoregon.edu, Fax: (541) 346-2548

Please contact your unit's payroll representative or call the Steward Hotline at 541-346-0321 if you have questions.

BRIAN CAUFIELD FROM USSE TALKS CLASS & COMP, BARGAINING IN OCTOBER 29TH UO VISIT

This story was compiled from notes taken by Harriett Smith and Kurt Willcox. Mr. Caufield made one of his now regular quarterly visits to the UO on October 28. About 15 classified workers attended some or all of this two-hour meeting.

Available on media.uoregon.edu (search for caufield).

What is USSE and shared services?

The University Shared Services Enterprise (USSE) provides essentially three shared services to the seven universities – health benefits, risk management, and collective bargaining. Mr. Caufield is the Director of Labor Relations for the USSE. USSE provides additional services, such as payroll and treasury, but not all seven universities subscribe to them. Most USSE employees are based at OSU, but some are at PSU and UO.

Mr. Caufield is the Director of Labor Relations for the University Shared Services Enterprise (USSE). He's an OSU employee, has his office at OSU, and reports to the Executive Director of USSE. He is essentially continuing the role he had at OUS – bargaining and administering contracts and doing some arbitrations that involve SEIU-represented units. His office works on a budget of about \$330,000 per year that's paid for equally by the seven universities, which works out to about \$45,000 per school.

What is the future of USSE, especially since the universities are only required by law to share these services through June 30, 2015?

Mr. Caufield expects it will continue as it is now. The mandate on collective bargaining services extends through December 31, 2015, since bargaining won't be completed by July, but Mr. Caufield's personal contract currently extends only until June 30, 2015. USSE's Oversight Committee, which consists of the Vice Presidents for Finance and Administration (VPFA) from each university, meets quarterly. They're conducting a series of financial audits as part of the transition from OUS to USSE. Mr. Caufield says the USSE arrangement is clearly more expensive than the former OUS arrangement, but it's also much cheaper and more efficient than having each university providing these services

for itself.

Only about 39% of classified performance evaluations were done at the UO last year, yet about 75% of Officers of Administration received timely performance evaluations. Why is this and how can the UO be convinced to drastically improve?

We took the opportunity to ask Mr. Caufield if he had any ideas about how to remedy our performance evaluation problem. He gives some good advice about performance evaluations, saying "Look, all I can say is, do it. I don't know why people don't do it." Brian told us about how it may be unrealistic to think that reminders alone are enough to ensure compliance for a school of our size. When asked about what we should then consider, he said, "there needs to be some tie-in to managers compensation to do that," or some kind of consequences about a manager's own performance.



Brian Caufield

Please describe step-by-step how the new classification specification review process works?

Mr. Caufield said USSE gets the draft class specs from their consultant, Fox Lawson. They review them in their USSE Class & Comp Committee. They then send them to "experts" at the seven universities to review and offer input. Then they send them to SEIU for our review process, which involves numerous employee meetings at each campus. After they receive the union's response, the USSE Class & Comp

Committee reviews the class specs again and decides what modifications may need to be made.

The universities will begin allocating people to their new job classes starting in January 2016, Mr. Caufield said. By the end of December 2016, everyone should have been allocated, all appeals about incorrect placement will have been heard, and employees will have been in their new job classes for several months. During 2017 contract negotiations, SEIU and USSE will bargain compensation for the new job classes.

When will the final class specs be completed? How much is the SEIU input being listened to?

Mr. Caufield said the original deadline for the whole process was Dec. 15, but that has been moved back to Dec. 29. He says he expects USSE will carefully consider the SEIU input and that they will either incorporate our recommendations or provide explanations for why they didn't.

Why is Fox Lawson reducing nearly 300 job classes down to 85? Why are they mashing together so many dissimilar jobs into one classification, for example in the Maintenance & Operations job family? And why in some job families, like Allied Health, are so many current job classes being retained as standalone job classes?

Mr. Caufield said there wasn't much he could tell us. He said he had missed the last meeting of the USSE Class & Comp Committee, so he wasn't sure what the group's rationale was for the structure of the M&O job family. In this case, he just passed on to SEIU what he was given. Again, he said USSE is interested in our comments about these job classes.

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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.

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.

UO Kicks Off \$2 Billion Fundraising Campaign



On October 17, the UO threw a big party for about 700 well-connected university supporters, elected officials, and other dignitaries in a huge tent on the infield of Hayward Field to kick off its most ambitious fundraising campaign ever. The goal is to raise \$2 billion, with \$700 million already raised, primarily to increase the UO's academic standing and to make the university more affordable and accessible.

LOCAL 085 (UO) TREASURER'S SUMMARY REPORT

FINAL FOR FY 2013-2014

ENDING 9/30/14

Prepared by Melanie Jackson, Treasurer

	BUDGETED	ACTUAL	DESCRIPTION
Revenue	16,527.00	16,390.81	Rebates
Expenses	13,025.00	11,421.42	Meetings
	1,500.00	745.00	Workshops
	3,500.00	2,303.49	Newsletter
	1,500.00	1,502.15	Other: includes Election Expense
	19,525.00	15,972.06	Totals

Strike Hardship Fund Balance: \$12,815.25

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

Shawn Holliday
Campus Operations

John Jackson
Campus Operations, 6-2188

Gary Malone
Campus Operations, 6-2215

Carla McNelly
Journalism and Communication,
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

Brian Caufield Visit

From Page 5

You told us on a previous visit that Fox Lawson is developing a new performance evaluation system that will help implement the new classification system? What's the status of that project?

Mr. Caufield said he had forwarded the seven universities' current performance evaluation forms to Fox Lawson for review. They're going to develop a new form, he said, and will have that project completed by December 29, as well. The form will then be evaluated by the seven universities. The seven VPFAs will meet with USSE to determine whether they want to adopt it, modify it, or drop it. Mr. Caufield feels a better and consistently applied evaluation process is important to the way the new classification system is set up. He also said it was much harder than he expected to get the seven universities to consider letting go of their current evaluation forms in favor of a common form.

Mr. Caufield considers Fox Lawson's recommendation for a new performance management system to be an internal management document and stated his preference not to share it with SEIU. As this report is being procured with public money, we questioned under what grounds Mr. Caufield might withhold a public document. Mr. Caufield acknowledged that he did not know, and would need to consult with others who had expertise on these matters. He asked that we submit a formal public information request for his consideration, which we promptly filed after the meeting. He also emphasized that the USSE Oversight Committee might overrule his recommendation, and cautioned that we should expect him to take some time to respond.

We've heard that you've told classified employees at other universities that USSE will be making seven different economic and benefits proposals during 2015 negotiations. Is this true?

Mr. Caufield said firmly that he had been

UNIVERSITY OF OREGON GETS NEW MISSION STATEMENT

Here is the Mission Statement adopted by the UO Board of Trustees on November 5, 2014 after months of discussion, public forums, and numerous drafts. The UO, like all Oregon universities, was required to submit an updated mission statement to the new Higher Education Coordinating Commission (HECC). Kurt Willcox from Local 085 is the nonfaculty staff member on the UO Board of Trustees.

MISSION STATEMENT

The University of Oregon is a comprehensive public research university committed to exceptional teaching, discovery, and service. We work at a human scale to generate big ideas. As a community of scholars, we help individuals question critically, think logically, reason effectively, communicate clearly, act creatively, and live ethically.

PURPOSE

We strive for excellence in teaching, research, artistic expression, and the generation, dissemination, preservation, and application of knowledge. We are devoted to educating the whole person, and to fostering the next generation of transformational leaders and informed participants in the global community. Through these pursuits, we enhance the social, cultural, physical, and economic wellbeing of our students, Oregon, the nation, and the world.

VISION

We aspire to lead as a preeminent and innovative public research university encompassing the humanities and arts, the natural and social sciences, and the professions. We seek to enrich the human condition through collaboration, teaching, mentoring, scholarship, experiential learning, creative inquiry, scientific discovery, outreach, and public service.

VALUES

We value the passions, aspirations, individuality, and success of the students, faculty, and staff who work and learn here.

We value academic freedom, creative expression, and intellectual discourse.

We value our diversity and seek to foster equity and inclusion in a welcoming, safe, and respectful community.

We value the unique geography, history, and culture of Oregon that shapes our identity and spirit.

We value our shared charge to steward resources sustainably and responsibly.

misquoted on this. He said he is dealing with seven different employers and doesn't know exactly what they will want to do. They may, in fact, want different economic proposals; that is a possibility, but no decision has been made yet. ■



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.

Local FOCUS

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