



# SEIU Local 503

University of Oregon Sublocal 085

## Learning to Avoid Repeats of History

BY RON VERZUH, OREGON VICE-PRESIDENT, PACIFIC NORTHWEST LABOR HISTORY ASSOCIATION

“Those who cannot remember the past are condemned to repeat it.” So said philosopher George Santayana and a lot of other people. They may not have been referring to labor history in particular, but the lesson applies there as well. That’s why the work done by the Pacific Northwest Labor History Association is so important: We help workers remember their history.

The PNLHA was founded in 1968 as a non-profit association of trade unionists, students, academics, and others dedicated

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# Local Focus

## When You Take One of Us On, You Take All of Us On

BY CARLA MCNELLY, PRESIDENT

The three presidents of SEIU, GTFF, and United Academics (pictured at right) began meeting regularly last spring to share information and support our three Locals' issues. When the UO Administration told the GTFF during contract negotiations that no part-time employees on campus were receiving any type of paid leave, we opened our contract to Article 40 – Sick Leave and showed the GTFF that was not true. WHEN



Left to right: Carla McNelly (SEIU), Joe Henry (GTFF), Michael Dreiling (UA)

**YOU TAKE ONE OF US ON, YOU TAKE ALL OF US ON.**

When the GTFF overwhelmingly voted to go on strike, our members walked the picket lines, attended rallies, talked strategy

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### Upcoming Events...

- 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

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## **Local 085 Executive Committee**

### **President**

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[pres085@yahoo.com](mailto:pres085@yahoo.com)

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### **Secretary**

Chuck Theobald, 6-0343  
[theobald7@gmail.com](mailto:theobald7@gmail.com)

### **Treasurer**

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# **On Upcoming Bargaining and the Classification and Compensation Project**

**BY JOHNNY EARL, CHIEF BARGAINING DELEGATE**

Classified Brothers and Sisters: I would like to first start out by thanking each and every one of you for the work that you have done in the last few months of 2014 by attending the Classification and Compensation meetings and filling out the Bargaining survey during the same period. Your input was greatly needed in helping develop a clear response to the specifications given to us about your job description by the Consultant hired by the University System. Your opinions and thoughts were not always the same as the Consultant, although your voices were heard by the Union and dissent was made to the Consultant and Management representatives with specific examples on why changes must be made in some of the job specifications to properly describe what work is accomplished by specific job classification (better yet, who does what?). My only thought to this whole process of the reorganization of the Classification/Compensation system which has taken over two years to get to this point and will take another two years to implementation – they better get it right or this will be the biggest waste of time and money for everyone involved and we will be left with a broken system that will take twice the amount of money to correct.

We are only a month away from bargaining which will start in early February. Presently your Bargaining Team Representatives

from all seven schools will have met twice by the time the Newsletter arrives at your door. The focus of the meetings has been on reviewing your Bargaining Surveys, reviewing the Legislators' agendas and brainstorming on the issues that we will have to face with the new Institutional Boards around Bargaining. The most important issue is: what does the membership want us to make the greatest priority? On January 25th in Portland the State wide Bargaining conference is being held, and at that meeting we will discuss how much of a cost of living increase we should be asking for in this campaign. We all deserve a raise or to be brought back up to a wage that we missed in the frozen or furlough days taken three years ago.

I don't know what the future looks like in this next Bargaining Campaign, although from experience I don't expect it to be easy. If you want an increase in wages, you are going to have to be engaged with what is happening at the table. And that's my job to keep you informed. But just being aware of what is happening will not win a fair contract campaign. Only your participation will. ■

Happy New Year

Johnny Earl

Chief Bargaining Delegate

University of Oregon

Local 085

## Bully Bosses and How to Deal with Them

BY ANONYMOUS UNIVERSITY OF OREGON CLASSIFIED STAFF

At 22, I had to deal with one of the most unpleasant individuals I have ever had the bad luck to meet, let alone have for a boss. Maybe it was for a good reason. The sooner you learn how to deal with it, the better.

I won't go into all her faults as a manager. The biggest one was the fact that she always concentrated her efforts to bully and intimidate the employees that she knew really needed the job. She would push them to the absolute limit, knowing there was no way they could lose their better judgment and just walk out.

Fortunately, now we have a few things working in our favor: checks and balances with management. Observing a problem that seems to be systemic and reporting it to a union steward is a good first step. More often than not, you aren't the only one experiencing it. Sometimes there are special cases that fall through the cracks. We may still have to deal with the personal, political, and religious issues that a person of authority might bring to work.

The traditional theory of how to deal with a bully still is a good idea; just stand up to them and they usually will lose interest and move on. However, standing up to a bully manager could be construed as insubordination. Also, reporting it to a steward can result in retaliation, which can be hard to prove. I witnessed this my-

self when a fellow employee went to the union about an unsafe work environment and the manager the union spoke with wrongly assumed it was me who called the union. As a result, I was assigned to a very unpleasant, painful task for a few days. That was, essentially, retaliation. In any of these cases, getting witnesses is important. The steward reported the retaliation to another manager and it stopped. The bully boss manager doesn't work here anymore. Some resources are provided at the right which may be helpful.

It can seem odd that some managers will continue these bullying methods for years without any intervention or change in behavior. Is upper management overlooking this on purpose when it repeatedly leads to complaints? Who is accountable when it seems to go on for years? Perhaps cronyism is involved. Someone does not want to confront their friend or deal with this issue. There may also be the feeling that the manager who has allowed these behaviors is so good at other aspects of their job, that they are above reproach, and the employees being subjected to bullying are too insignificant or easily replaced to worry about.

I feel that employees will show up, work harder, and show more loyalty when treated with some degree of respect. There

### HELPFUL RESOURCES

- ◇ Steward Hotline: 541-346-0321 and Page 6.
- ◇ UO Ombuds Program: Page 7.
- ◇ Collective Bargaining Agreement (CBA) Inappropriate Workplace Conduct, Letter of Agreement, page 116: <http://www.seiu503.org/files/2014/02/2014-02-14-OUS-CBA-2013-2015.pdf>
- ◇ Forbes.com: How to Deal with a Bullying Boss: [www.forbes.com/sites/jacquelynsmith/2013/09/20/how-to-deal-with-a-bullying-boss/](http://www.forbes.com/sites/jacquelynsmith/2013/09/20/how-to-deal-with-a-bullying-boss/)
- ◇ UO's Mandatory Workplace Harassment Prevention Course: [odt.uoregon.edu/registration/course\\_view.php?crse\\_id=445](http://odt.uoregon.edu/registration/course_view.php?crse_id=445)

would be less turnover, more productivity, and a generally more pleasant work environment. Emotional intelligence, integrity, patience, and, most importantly, empathy should be the most important aspects of a workplace. I feel these are reasonable expectations. Humans are flawed, but I'm optimistic that we are all in this together.

### When You Take One of Us On

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and shared information with strike organizers, delivered food, and invited our SEIU 503 and 49 Statewide locals to support the GTFF eight-day strike. Our Local donated to their strike hardship fund and bought lunch one of the strike days. WHEN YOU TAKE ONE OF US ON, YOU TAKE ALL OF US ON.

When the UO Board of Trustees submitted a resolution threatening the UO Senate's authority to govern according to the 1876 Constitution of the University of Oregon, UO Senators representing faculty, classified staff, officers of administra-

tion, and students worked together with all constituents on campus to maintain the words of the constitution that state, "the president and the professors shall govern". WHEN YOU TAKE ONE OF US ON, YOU TAKE ALL OF US ON.

Since becoming your Local president, it has been my pleasure to get to know Joe Henry (GTFF) and Michael Dreiling (UA). It is a great feeling to know that, as SEIU and United Academics head into bargaining this year, we can count on the support of each others' Locals. It is easy to envision a bargaining rally with our friends from the GTFF and UA chanting with us. WHEN YOU TAKE ONE OF US ON, YOU TAKE ALL OF US ON. ■



### Shop SEIU!

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

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

Events Calendar

JANUARY

\* Indicates past events

January 7th (Wednesday) \*
Contract Action Team (CAT) Meeting
Noon - 1:00 pm
@ EMU, South West 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
@ LISB Room 217

January 21st (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB, 2nd Floor Conference Room
Only Union Stewards may attend.

January 24th (Saturday)
SEIU 503 Stewards Conference
9:30 am - 7:30 pm
@ Double Tree by Hilton in Portland
Registration required.



January 25th (Sunday)
SEIU 503 Bargaining Conference
10:00 am - 4:00 pm
@ Double Tree by Hilton in Portland
Registration required.

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

FEBRUARY

February 4th (Wednesday)
Contract Action Team (CAT) Meeting
Noon - 1:00 pm
@ EMU, South West Dining Room

February 11th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ TBD

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

February 12th (Thursday)
Higher Education Coalition Lobby Day
All Day
@ Salem, OR Legislature

February 18th (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB, Room 217
Only Union Stewards may attend.

February 19th (Thursday)
Strike Hardship Funds Committee
12:00 pm - 1:00 pm
@ LISB, Room 217

February 25th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ LISB, Room 217

MARCH

March 4th (Wednesday)
Contract Action Team (CAT) Meeting
Noon - 1:00 pm
@ EMU, South West Dining Room

March 11th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ EMU, Gumwood Room

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

March 18th (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB, Room 217
Only Union Stewards may attend.

March 19th (Thursday)
Strike Hardship Funds Committee
12:00 pm - 1:00 pm
@ LISB, Room 217

March 25th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ LISB, Room 217

## Win It Together: McKenzie-Willamette Contract Agreement and Ratification

Our SEIU 49 sisters and brothers at McKenzie-Willamette Medical Center recently reached a contract settlement, and ratified the agreement on December 4. Many of us joined the picket lines and supported the workers during their 72 hour unfair labor practice strike earlier this fall. After a prolonged battle, workers won a 4.75% wage increase over two years. SEIU 49 President Meg Niemi expressed her members' gratitude for the solidarity that we showed during the 72 hour strike. Congratulations to the SEIU 49 caregivers at McKenzie Willamette! For more information on the settlement, see <http://www.seiu49.org/2014/12/05/after-three-day-strike-caregivers-at-mckenzie-willamette-settle-contract/>

## A Path to a Bigger Union?

Many of our co-workers and colleagues are Officers of Administration. They aren't managers, don't supervise anyone, and would be a part of a union at another school like LCC. We're interested in knowing if there are any groups of OAs that might like to join our bargaining unit (or another, or form their own!). For a few years now, we've been seeing the University proactively creating OA positions at the expense of classified jobs, in an attempt to weaken us as a union. We've seen these same employees fired at will, often sent to work on "special projects" while their contracts run out. Not a fun experience for anyone who has moved their family here, bought a house, or made long term plans. Any changes to the composition of our bargaining unit would need to happen at all of our Universities, but let's start by hearing from our OAs here at UO! If you know of any individuals or groups of OAs that are interested in unionizing, let us know (Steward hotline, 541-346-0321) so we can start the conversation.

## UO Chief Human Resources Officer Search

UO is currently searching for a new Chief Human Resources Officer (CHRO) to lead the HR department. Interviews will take place Jan 7, 8, 9, and 14. This marks the first time SEIU will be excluded from the search committee, as Jamie Moffitt has indicated that the process goes much faster without us. Seeing how long they are taking with this search, we're not so sure that the Union was the problem. Instead, we'll get half an hour to meet and greet with each of the four finalists. We've pleaded our case that HR has already been very, very well represented by white men, so hopefully we'll be seeing a bit more diversity in the upcoming candidates. Of note from our conversations with Jamie Moffitt, Greg Stripp will no longer be overseeing HR once the new CHRO is in place. Everyone has been in agreement that HR is very behind in its work and desperately needs some leadership. Here's hoping the new CHRO will be able to step up!

## History

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to preserving the history and heritage of workers in British Columbia, Washington, and Oregon.

An international organization, it holds an annual conference in one of the three membership regions. The next one will be at SeaTac (Seattle), WA, on 1-3 May 2015. At this main public event, historians, students, unionists, and others come together to share information and exchange views on past events that shaped the labor movement in both the United States and Canada.

The organization produces a colorful calendar each year. It is available for sale individually and in bulk, it is free to members. Inside, the dates of historic events that transpired in the lives of working people in the Pacific Northwest are highlighted. The calendar has been welcome in trade union homes since its inception in

1979.

The [www.pnlha.org](http://www.pnlha.org) web site provides users with a steady flow of news and updates on its own activities and those of other labor history institutions. There's also a resources section that will be of interest to trade unionists, working historians, students, and all those wanting to avoid repeating the bad parts.

PNLHA members are active in many areas. Some are authors of labor history fiction, self-published articles or booklets on hidden historical events, and academic works. Others remain active trade unionists that continue to be inspired by the history of workers' struggles for rights, fairness, and social justice.

Some are studying formally at universities and colleges. Others pursue study

interests privately and among friends. All find a home at PNLHA. Some PNLHA members are teachers, lecturers, speakers, journalists, filmmakers, and museum curators. Others are poets, musicians, actors, and artists. Members get involved in festivals, help create museum displays, and offer labor history talks in schools.

The PNLHA is a diverse organization that welcomes new ideas and innovative approaches to labor history. Membership is open to individuals, unions, associated labor organizations (e.g., retirees councils), and institutions.

If you are interested in the Pacific Northwest's labor past, and you share a desire to avoid repeating history, please consider joining us by visiting [pnlha.org](http://pnlha.org) and downloading the membership form.



## 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.

### 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

**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

### 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.



#### 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](http://www.seiu503.org).
- Click "All Contracts" under "Quick Links" at end of page.
- Click "OUS 2013-15" link at the top right.



Source: <http://imgur.com/1JEHu>

You are needed to serve our community by defending our contractual rights! Stewards assist fellow classified staff who have questions or concerns about the contract. We currently have vacancies and are asking for five extra steward slots in the next contract. Start training now! Contact any of our stewards, or the steward hotline at 541-346-0321 for more information. ■



\*\*\*PLEASE POST\*\*\*

### As public employees we have the right to:

- Write letters to the editor
- Speak out at town hall meetings
- Contact our elected public officials
- Volunteer for political campaigns
- Post union flyers in our personal work areas
- Talk to the press about issues that concern us
- Distribute flyers before & after work and during breaks away from work areas

### What we can do during lunch hours and breaks:

- We can volunteer to do political activity during lunch hours and breaks away from work areas.
- Wear political buttons any time if you don't wear a uniform or if the employer has not given notice of a policy against wearing buttons (such as not wearing buttons in public contact jobs.)

### What we cannot do during work hours:

- Promote, or oppose any candidate, measure, initiative, referendum, or petition.

### Whistleblowing *Disclosures by Public Employees*

- You can discuss your job with the Legislature. Discrimination for criticizing your employer is illegal. (ORS 659A.200-236)

### Equal Access to Public Buildings

If the governing body allows one political group to use public facilities, all groups should have the same opportunity. The same building policy should be used for everyone, including charging the same fee. If unequal access is granted, it is an election law violation.

**REMEMBER: Our constitutional rights don't stay at home, they come to work with us.**

The First Amendment to the United States Constitution and Article 1, Section 8 of the Oregon Constitution guarantees our freedom of expression.



**Call the Steward Hotline at 541-346-0321 for assistance in obtaining an accurate position description.**

## What does the Ombuds Program do?

The Ombuds Program offers a central, safe, and easy place to gain access to [...] student and employee support and problem-resolution resources. The ombudsperson can help channel concerns to other resources within the university, including formal union and non-union resources and grievance processes and the university's student and employee assistance programs. The services provided by the Ombuds Program are designed to complement rather than replace other services such as formal complaint processes, existing programs and services, and other existing problem resolution approaches, such as direct discussions between employees and supervisors or students and faculty.

The Ombuds Program offers a good alternative if you:

- need advice about how to deal directly with a concern;
- are uncertain about taking a problem through other established channels or you are not sure who to talk to about a problem or concern;
- want an informal, non-escalating approach where the next steps remain within your control;
- need a fresh, impartial perspective;
- simply want to discuss strategies or possible options and resources for resolving a concern; or
- want to maintain the greatest possible flexibility in how to approach a concern.

Although the ombudsperson has no power directly to implement, change, or set aside university policy, we may identify systemic issues or problems and recommend changes in policies, procedures, and processes. In this way, we help identify general campus concerns and suggest improvements with university-wide impact.

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Source: <http://ombuds.uoregon.edu/what-does-ombuds-program-do>

**Local FOCUS**

UO Local 085 - Local Focus  
SEIU Local 503  
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