



SEIU Local 503

University of Oregon Sublocal 085

Local Focus

2015 OA Nomination Recommendation

LOCAL 085 EXECUTIVE COMMITTEE

Dear UO Campus Community,
Please join us in nominating Jennifer Morlok and Karen Stokes for the 2015 Outstanding Officer of Administration award. Please consider nominating them for their bravery and dedication to our students for speaking up about their role in the current lawsuit the University is facing. Information is provided below that you can use when making a nomination.

The deadline for nominations is **Tuesday, March 10th at 12pm (noon)**.

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Will We Be Bargaining Economics for All Seven Universities?

BY JOHNNY EARL, CHIEF BARGAINING DELEGATE

Over the last few weeks bargaining has become uncharacteristically interesting. USSE (University Shared Services Enterprise) proposed that we not bargain over the full contract this year. Instead, they proposed that we both leave our current non-economic contract language as it is presently written and only bargain over economic issues, such as wages, health insurance premiums, steps, and a cost of living increase (COLA). This came as a big surprise to me and the rest of our SEIU bargaining team. Yes, this is an unprecedented suggestion, which could move

us to a faster contract settlement and ratification, but at what cost?

Management began negotiations by stating that they might give us more than one economic proposal – possibly even as many as seven different proposals with one for each university. Presently, the state law that allows universities to establish their own institutional boards requires them to bargain as one group with our union. It doesn't require them to offer all of us the same economic arrangements, but our chances of ensuring that all university workers are treated the same are

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Upcoming Events...



- 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

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Local 085 Executive Committee

President

Carla McNelly, 6-1229
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Vice President

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2015 OA of the Year Nomination Recommendation

from Page 1

Nomination Form

Due: by Noon, March 10th.

The nomination form is available at:
<http://hr.uoregon.edu/work-life-resources/recognition/outstanding-classified-employees-and-officers-administration-recog-0>

Nominee's Name: Jennifer Morlok and Karen Stokes

Nominee's Department/Unit: University Counseling and Testing Center

Nominee's Phone Number: 6-2702

Supervisor's Name/Phone: Shelly Kerr, 6-3227

Size of Department: 39

NOMINATION:

Jennifer Morlok and Karen Stokes demonstrated exemplary leadership by publishing a letter affirming their professional standards, at great risk to themselves. They sought to make the University a better place despite the possibility for retaliation. Their letter resonated with the community during a troubled time, and their frank honesty was a welcomed

change. A copy of their letter is available at:
<https://www.scribd.com/document/downloads/255145466?extension=docx&from=embed&source=embed>

They quite literally embody the University mission. Through their actions, they sought to protect and safeguard the well-being of one of our students. They aim to raise the bar in an institution already under intense scrutiny for its response to sexual violence. They valued our integrity greater than our brand.

Their actions can be seen as the first step towards rebuilding trust from a growing sense of mistrust, and serve to remind us that we as a University community will need to unite as we continue down this path. They exemplify what we should strive to become.

For these reasons, we are nominating both Jennifer and Karen to share the 2015 Outstanding Officer of Administration award.

Additional links for your review:

- <http://gtff3544.net/gtff-statement-of-support/>
- <http://www.dailyemerald.com/2015/02/26/guest-viewpoint-a-letter-to-the-campus-community-from-oasa-regarding-the-lawsuit-against-uo/>

Thank You and Farewell

After more than 50 years in the EMU the university has decided that this March will be the end of operation for our little bakery.

For the last 15 years I have had the privilege of working here in our bakery and coffee shop and wanted to say good-bye to all of my friends. Some of you have become like family.

In my time here I have employed probably 200 students. (MY KIDS). Together we have been Baristas and Bakers. We have worked hard to be good to our customers and I hope you have learned some life skills here.

I have met your parents, gone to your graduations, to your weddings, baby sat your children and still trade Christmas cards. You have kept me young I have so enjoyed your company every day. I have loved you.

To my co-workers, staff, delivery men, maintenance guys and loyal customers. I want to thank you for your support. I needed each of you to make it all work. We have come to know each other and become friends. I have met your families and seen your children grow. You are the BEST!

I have been coming here at 4:30 AM every day for all these years and will miss watching the sun rise in the windows of the fish bowl. I will miss the smell of my fresh pastries baking and coffee brewing. I am going to miss MY little bakery.

Most of all I am going to miss each of you.

K'Lynn Parker
Food Service Coordinator
Erb Memorial Union

Jennifer and Karen's letter to the UO Administration dated February 8, 2015

To All,

I am disheartened to inform all of you that I, along with another UO employee, Karen Stokes, had to report the potential illegal and unethical behavior of certain individuals in our department and those advising our department to the appropriate agencies and University higher management. As employees of the University of Oregon we take pride in serving a campus that has invaluable interest in setting the highest standards for the experiences of its students. We firmly believe that this is the true essence of most people working for the University. In our years of experience in various roles on campus, we have commonly been supported to provide great services for students. In this, it is our hope that the focus will not be by the few who are practicing with questionable intent to retaliate against us, but rather to find support in making the systemic changes needed to stop unethical and unprofessional behavior from continuing at our "Mighty O". If the University can face this challenging time and forgo any unprofessional/unethical/illegal practices, it is our belief that the systemic change will bring integrity back to the forefront. It is time "we" (the University as a whole) stop reacting and begin responding with our students, the community, and the nation in consideration rather than "ourselves". If the goal remains to be known and experienced as a wonderful University than let us practice with the standards of excellence of professionalism and ethics we were trained in and hired to do.

In my role as a Senior Staff Therapist at the UCTC, I have normally been supported to practice standard care for my clients (our students) with the freedom to follow all ethical guidelines; my constitutional rights as a clinician/employee who works for a State entity; and all State regulatory laws. However, things shifted when working with a student for whom litigation against the University was anticipated. I was told to provide non-standard care for this student which went against my ethical and professional standards. When I tried to seek appropriate and unbiased information as of how to best respond clinically for the student, I was scolded and my job was threatened. My job was threatened for two reasons: 1) As the clinician, I wrote a letter of summary for my client as per my client's request/needs/therapeutic support/ and standard care 2) I sought unbiased legal counsel outside the UO due to my ethical/legal concerns in this case. I was informed "under no uncertain terms" am I to seek "outside legal counsel"- even though I was clear of my concern regarding the bias/conflict of interest present toward this client. Needless to say, I was disappointed with this reaction, especially by specific individuals in Senior Leadership capacities, along with UO Legal Counsel, who began to look out for the "the system" and their loyalty to that system (or is the best guess that I can gather) and neglected the very client/student we were supposed to be supporting. These actions did not match my previous experience as a clinician working at the UCTC, and it certainly did not match the normal supervision I would have otherwise received (for any other client not potentially having litigation against the UO). My concern was confirmed when it came to my awareness that the client's clinical records were accessed without the client's permission or consent and without proper authorization prior to any litigation occurring. For this, I sought advice from the Oregon Board of Psychologist Examiners, who informed me of ORS 676.150, and my, "Duty to report prohibited or unprofessional conduct." I have done so according to this ORS statute and the requirements set before me as a licensed clinician in the state of Oregon.

As clinicians, it is our job to protect our client's clinical information to the best that we can (and there are multiple ways to do this), and to provide care looking out for our client's best interest (even if concerned of litigation). The University relies on the UO Legal Counsel and the UCTC Senior Leadership to fulfill ethical and professional requirements. If these would have been the focus in this case with this client, then Karen and I would not have been forced to report violations. Additionally, if the proper professional and ethical practices were followed, it actually would have reduced the university's liability as a whole and everyone involved would have been better served.

In conclusion, I will note that I am also an alumni to the UO which gives me great affection for this institution and it is my hope that people practicing with integrity will continue and not those who choose otherwise. It is my desire that the UO get to a place where everyone in their designated positions practice with high standards and are supported to make changes if a problem arises. Our standards must include the ability to look at feedback (even negative) and make the positive changes warranted. This is the pride we carry as UO employees and what we want to share with our students.

May we not be united just to attempt to save ourselves or "the system" but rather to stand for what being a Duck really means. Lets do the right thing and take away barriers that may be interfering with integrity and professionalism toward our students and community.

We look forward to being a part of repairing the bridge that appears to be broken. The first step is recognizing a problem exists; the second, is to hear the voices with the concerns (without threatening or retaliating against them); third, work together to make solutions for an even better University- where students, employees, and the larger community, can take pride that integrity is still strong. From one Duck to another, thank you for your full consideration and hearing our voices of concern.

Sincerely,

Jennifer Morlok, LMFT, UCTC Case Manager/Senior Staff Therapist

Karen Stokes, Executive Assistant to the Director

Events Calendar

FEBRUARY

* Indicates past events

MARCH

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

March 5th & 6th (Thu-Fri) *
SEIU 503 Bargaining
All Day
@ Portland State University

March 5th & 6th (Thu-Fri) *
UO Board of Trustees Meeting
All Day
@ Ford Alumni Center

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



APRIL

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

April 8th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ EMU, Gumwood Room

April 15th (Thursday)
Executive Committee Meeting
12:00 pm - 1:00 pm
@ EMU, Alsea River Room

April 22nd (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB, Room 217
Only Union Stewards may attend.

April 23rd (Thursday)
Strike Hardship Funds Committee
12:00 pm - 1:00 pm
@ LISB, Room 217

April 29th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ LISB, Room 217

MAY

May 6th (Wednesday)
Contract Action Team (CAT) Meeting
Noon - 1:00 pm
@ EMU, South West Dining Room

May 13th (Wednesday)
Local 085 Membership Meeting
12:00 pm - 1:00 pm
@ Gerlinger Lounge

May 14th (Thursday)
Executive Committee Meeting
12:00 pm - 1:00 pm
@ EMU, Alsea River Room

May 20th (Wednesday)
Stewards Council Meeting
5:00 pm - 6:30 pm
@ LISB, Room 217
Only Union Stewards may attend.

May 21st (Thursday)
Strike Hardship Funds Committee
12:00 pm - 1:00 pm
@ LISB, Room 217

May 27th (Wednesday)
Executive Committee Meeting
5:30 pm - 7:30 pm
@ LISB, Room 217



BARGAINING FOR ALL?*from page 1*

greater as long as we bargain together. That legislation, however, will sunset on June 30, unless it is extended during the current legislative session. Our members have told us through the bargaining surveys this past fall and at countless local meetings throughout the state that one of

our highest priorities should be resisting all efforts to further divide our bargaining unit.

Our bargaining team carefully considered management's proposal and offered our own counter proposal. We said Yes, we would entertain the idea of bargaining only over economic issues, but only if they would commit to applying whatever economic terms we finally negotiate to all

classified workers at all seven universities. Management said it had to consult with the vice presidents for finance and administration at each of the schools and would get us an answer by either our March 5-6 or March 19-20 bargaining sessions.

In bargaining two years ago, we had huge fights over non-economic contract language, like management's efforts to eliminate our layoff bumping rights and to make it easier to contract out our work. We also made some modest gains on non-economic issues in areas like the grievance procedure and how the "operational needs" of the university can be used to deny employee requests for training, time off, etc.

Still, it is the economic issues that are of greatest concern for most of us. How much of a cost of living increase will I be getting? Is the cost of my health insurance going up? Am I going to get the step increase I'm due? Will there be a new step added at the top of the salary schedule to help those of us who are topped out?

There's also a very important economic issue left over from 2013 and that's fighting to achieve a living wage for all classified workers. We've proposed that no one be paid less than \$15 per hour. This will affect about 1,200 of the 4,500 classified workers at the seven universities. It should be an embarrassment to Oregon's higher education system that we have university workers who are eligible to receive public assistance such as food stamps.

At our February 25-26 bargaining session, we heard from several employee groups who are seeking a selective salary increase for their job classification, because their current salary range is below market rates or seriously undervalued for the work they do. These included Co-Generation Engineers, Electrical/Control System Technicians, Licensed Practical Nurses, and Medical Practitioner. All four groups did an excellent job presenting their cases.

Johnny Earl

Chief Bargaining Delegate

University of Oregon, SEIU, Local 085

Editor's Note: Physician Assistants were mistakenly listed as seeking a selective salary increase in the print edition.

UO Presidential Search Update**BY CARLA MCNELLY, PRESIDENT**

In September 2014 I stood as president of our SEIU local, together with union presidents Joe Henry (GTFF), and Michael Dreiling (UA) to ask that the UO Board of Trustees consider adding us to the UO Presidential Search Committee. Our voices were heard nationally in the Register Guard and Inside Higher Ed. Our request to add our input and expertise to this important search for a new leader was denied. Instead, we were placed on the Advisory Committee along with other elected leaders of various other constituencies.

As members of the Advisory Committee to the Search Committee, UO Senate President Robert Kyr, Chair of the Officers of Administration (OA) Council Teri Rowe, ASUO President Beatriz Gutierrez, and I have been asking for access to candidates for the UO President position. At each Advisory Committee meeting we continue to remind Connie Ballmer, Search Chair, and the search firm, Parker Executive, that we have been entrusted with this responsibility as elected officials of our constituencies to select the next UO President.

In two open meetings on February 11, 2015, the search firm publically stated that the Advisory Committee would be presented with around 6 semifinalist applications to review and make recommendations on. Due to the confidentiality agreements we signed in October 2014, we are not allowed to share any information about the semifinalists. The search firm also stated publically that the Search Committee would take the recommendations

of the Advisory Committee, meet with the semifinalists, and offer around three candidates from whom the UO Board of Trustees is to make the final hiring decision. The finalist will not step onto campus until he or she has been announced as the next UO President. The announcement of the new university president is expected by the end of April.

Personally, I do not believe that I can properly represent Classified Staff in making a good decision about hiring the next UO President by reading the applications of semifinalists. At the UO Senate meeting on February 11th, various constituents voiced their concern that we would not have an opportunity to meet applicants and interact with them. I share this concern. However, based on my knowledge of how this search has been set up, I am starting to work with various leaders on campus to turn our attention toward how we transition the next UO President into their new role.

Over the past several years, we have had four new university presidents. Many of us have learned that a positive transition for a new university president sets him or her up for success. Believe me, we have voiced our opinions along the way about the search process. At this point, I believe our energy is best served in lining up the right transition process for whomever UO Board of Trustees puts into the UO President position. If you have any ideas on what information we could include as we work to help the winning candidate transition to their new role as UO President, please contact me at pres085@yahoo.com.

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.



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.

BAKE SALE

The Strike Hardship Fund and Member Needs Committee would like to report another successful fund-raiser. Our third annual Valentine's Day bake sale attracted many people to our table in front of the UO Duck Store. Members and supporters alike enjoyed savory and sweet treats and signed many Valentine's Day greetings to UO President Scott Coltrane. "What If USSE bargained with us with respect..." - we may know soon. The final tally of dollars brought to our strike hardship fund was \$403.48. Accounting for the intangible benefits of good will and good conversation continues.

Thank you to all supporters who contributed to the fund, to all the bakers and table staffers, and to the hard-working Committee members who made this bake sale a great success!



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, 541-525-5631

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

Members' Valentines Delivery



Carla McNelly, Local 085 President, delivers Valentines to Scott Coltrane, Interim UO President



Interim UO President, Scott Coltrane, Accepting Valentines from SEIU Local 085



Scott Coltrane, Interim UO President (upper left)
Local 085 Members (right)
Local 085 Members' Valentines (front and center)

Financial Education Available at NEDCO

BY CHUCK THEOBALD, SECRETARY

Last month, we wrote about our meeting with a representative from the Neighborhood Economic Development Corporation (NEDCO). He offered a great deal of information about what the organization does to help people develop financial stability. One way NEDCO helps is to offer facilitation of Individual Development Accounts, a 3-to-1 match savings program. Other programs include non-traditional lending services, a business incubator and several classes.

The first class you should take is the Financial Foundations class, which provides a good base of financial literacy. All other classes build on this core class. More advanced classes include the basics of home ownership, offering critical information for first-time home buyers. One of the tenets of the organization is that home ownership is a key to personal financial stability. If you would like to become a home owner, then these classes will help you with the knowledge you need. Personal counseling is included as part of the package.

If you have an idea for a small business start-up, NEDCO has a course track for that as well. These classes cover all the basics of getting started with your idea, from coming up with a business plan to book-keeping and accounting. They also have an ongoing class with different topics each month to help you fine-tune your knowledge and skills. And, when it comes time to start your business, they can offer loans to cover expenses.

So, how much does all this cost? Several hundred dollars? No. The Financial Foundations class is just \$40, and more advanced classes are \$50 or \$60, which pays for about eight hours of instruction. It is kind of like working at the University and getting the 75% tuition discount -- with prices like these, you can't not take classes.

We encourage all members to check into these services. You can contact NEDCO at 541-345-7106 and visit their web site for more information: <http://nedcocdc.org>

Local FOCUS

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Organization
U.S. POSTAGE
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Permit No. 202
Salem, Oregon

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SEIU Local 503
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