

FEDERATION

June 2015

One “Little Old Lady”

VS

State of Oregon

Inside how one AFT-Oregon and OSEA retiree member took on the state of Oregon and fought for 100,000 public employees' pensions

#AFTORUUnited:

140+ Leaders attended
Convention. Full Recap
inside. **PAGES 6-10**

Federation June 2015

AFT-Oregon, AFT, AFL-CIO
10228 SW Capitol Hwy.
Portland, Oregon 97219

AFT-Oregon Executive Council

David Rives	President
Belinda Reagan	Exe. Vice President
Devin Hunter	Secretary
Steve McAllister	Treasurer
Jaime Rodriguez	VP Political Action

AFT-Oregon Vice Presidents

Vickie Brumit
John Copp
Kelly Cowan
Jeff Grider
Elizabeth Hardardt
Bernadette Kapocias
Joe Lowndes
Dana Rognlie
Tim Taylor
Kevin Weitemier

AFT-Oregon Liaisons (without vote)

Louise Currin	Local 8035R Retiree Chapter
Dawnette McCloud	Local 5017, Oregon Federation of Nurses and Health Professionals
Tim Stoelb	Local 6732, Oregon School Employees Association
Katy Cooper	Local 5905, Oregon Nurses Association

AFT-Oregon Staff

Janella James	Chief of Staff
Shannon Brett	Director of Political & Legislative Affairs
Sarah Sevey	Financial Operations Director
Leah Leach	Administrative Office Coordinator
Kristen Fitzpatrick	Administrative Program Coordinator
Deirdre Mackey	Administrative & Financial Assistant
Susan Miller	Director of Member Benefits Organizer
Julia Trist	National Organizer
Chris Johnson	Communications Coordinator
Justin Buchanan	Field Representative
Debra Mayo-Kelley	Field Representative
Karen Bartholomew	Field Representative
Rodolfo Palma	Field Representative

AFT-Oregon Treasurer Steve McAllister explains per caps



McAllister

If you're like most AFT-Oregon members (including me, not so long ago!), your first response to this is "what on earth is a per capita fee?"

Great question!

Briefly, every affiliate local of AFT-Oregon pays a fee to the state federation for each individual member of their local. These fees are what support the work AFT-Oregon does, from field reps who sit with you at the bargaining table, to the newsletter you hold in your hands right now.

The full per capita fee is \$35 per member per month, but locals can pay fractional per capitas for members who make less than \$36,000 per year, at various brackets, down to a fee of \$4.38 per month for members who make less than \$8,500 per year.

This is intended to prevent per

GTFF member, Dana Rognlie, elected as co-chair of AFT's AGEL

GTFF, local 3544, member and AFT-Oregon Vice President Dana Rognlie was elected co-chair of AFT's Alliance of Graduate Employee Locals (AGEL) at the AFT/NEA Joint Higher Education Conference Mar. 14.

AGEL is a subcommittee within AFT's network of higher education locals comprised of only graduate employees related to sexual violence and education debt.

This year's AFT-Oregon convention passed a resolution calling for an examination of our organization's per capita fee structure.

The current brackets were established several years ago, and delegates to this year's convention expressed concern that the locals with the lowest paid members are paying a larger share of their budgets in per capita fees than locals with better off members.

The discussion was hindered, however, by a lack of detailed information about the income levels of members in the various locals, which do not generally share that information with the state organization.

In the coming months, I'll be contacting the Treasurers of each member local to request information and solicit ideas for ways to modify the per capita fee structure, to make it as equitable as humanly possible, without unduly impacting any member locals or defunding the state organization. The results of this collaboration will be presented at next years' convention!

Should you have any more questions please contact the state office at 971-888-5665.

Please enjoy this issue of "Federation," and have a wonderful summer!



Dana Rognlie 2015. Photo by Justin Buchanan

"I am humbled and very excited to have this opportunity to continue the political work that we've been doing at GTFF," Rognlie said.

AFT-Oregon welcomes two new staff members:

Deirdre Mackey
Administrative and Financial Assistant



Mackey

I'm happy to be joining the AFT-Oregon team as the new Administrative & Financial Assistant. I support our entire team with a wide variety of data management, communications, and administrative & project support.

I come from an eclectic professional background including working for years in the fields of education, human services, entertainment, and research.

I have lived in Portland since 2005 when I moved here from Los Angeles to attend graduate school at Lewis & Clark College, where I earned a master's degree in counseling psychology.

I love Portland, especially our locally farmed food, our rivers, and our commitment to keeping things weird and creative around here!

I have a 9-year-old daughter and am an active volunteer in the Lake Oswego public schools.

I have a special passion for social justice, cultural diversity, and peace-building work and a love for contributing to meaningful social change. I am truly enjoying working with our inspiring AFT-Oregon staff and our members. I'm looking forward to getting to know you all well over the coming years!

Chris Johnson
National Organizer



Johnson

I'm a National Representative with AFT and have had the great pleasure of working with AFT-Oregon since March.

I grew up in the Portland area, so I am so excited to be working back home.

Recently, my wife, Allie, and I moved to Portland from Washington, D.C., where we lived for about three years.

Prior to this assignment I worked on AFT organizing campaigns in Maryland, Connecticut, and Massachusetts.

I also worked as an organizer with Local 6732, the Oregon School Employees Association.

I'm looking forward to working with all of AFT-Oregon's outstanding locals.

The year of organizing begins

It's no secret unions and workers are under attack. The Supreme Court is poised to hear a critical case this coming year (Freidrichs v. CTA) that could strip public sector unions the ability to collect every employees' fair share of dues for the benefits and protections of a collective bargaining agreement. Additionally, at least two anti-worker ballot initiatives have already been filed for the November 2016 Election.

Though it's a tough time for unions, it's also a time for us to capitalize on these challenges. Now more than ever it's time for workers to organize and take back our workplaces.

AFT-Oregon has heard



The AFT-Oregon Organizing Task Force meets for the first time May 30. Photo by Chris Johnson.

and accepted this challenge. The first AFT-Oregon Organizing Task Force met May 30. Local leaders from around the state came together to discuss future threats to our unions and to

collaborate on strategies for building strength.

The Organizing Task Force began the discussion of how locals can build the kind of power needed to not only survive, but thrive, in

an environment that would drastically change the foundations of our unions.

The Task Force will continue to work together to help locals share resources and best practices, to start developing local strategic goals to build strength, and collaborate on future member trainings and state-wide organizing efforts.

Want to get involved?

Contact:

Julia Trist
AFT-Oregon Organizer

juliat@aft-oregon.org
971-888-5665



AFT-Oregon and OSEA retiree member Everice Moro testifies against the PERS cuts in 2013. Photo by Micheal Platt/OSEA

“I’m just one little old lady who said ‘hey, this isn’t right’.”

“I’m just one little old lady who said ‘hey, this isn’t right.’”

With that mindset, that’s how AFT-Oregon and OSEA retiree member Everice Moro’s name ended up on one of Oregon’s most controversial lawsuits, a lawsuit that went all the way to the Oregon Supreme Court and was decided April 30. The Oregon Supreme Court ruled that the state must pay all of the pensions promised through the Public Employees Retirement System, or PERS.

The decision deems SB 822 and SB 861 the two bills designed to cut previously agreed upon cost-of-living adjustments for retirees as unconstitutional.

“The state made a good-faith deal with these employees, who devoted so much of their working lives to serving their communities,” Moro’s attorney Greg Hartman said in a press release April 30. “Today the Supreme Court let them know that they can count on a secure retirement, and will be able to afford groceries, medical bills, car repairs, and other day-to-day living expenses which rise with inflation.”

Moro spent more than 30 years of her

life working as an education aide working with students from kindergarten to post high school graduates teaching them right from wrong.

Even after working for the school district for 30 years Moro only made \$14.61 an hour, and never saw a wage increase of more than 2 percent. And all that time, Moro was promised her pension would be contractually safe. So Moro never complained about taking a pay cut, or dealing with a wage freeze. There was light at the end of the tunnel.

When the state of Oregon threatened to cut her pension to save money, Moro was furious.

“It’s wrong. It was wrong then. It’s

“You know what districts are doing now? They hire people for 3 hours and 55 minutes so they don’t have to give them benefits. We have turned our schools and public agencies into Walmart.”

Everice Moro
AFT-Oregon/OSEA Member

just wrong,” Moro said. “It’s a contract, it’s a promise. It was a constitutional promise.”

Moro wasn’t the only one outraged, there were probably 100,000 other PERS recipients sharing a similar feeling.

“I can tell you that in the 40 plus years I worked with students, kids and developmentally delayed adults, you always teach them right from wrong,” Moro said. “That’s my job. I would hate to think that I spent 30 years teaching them to stand up for themselves and do the right thing if in fact when they get out there, their very own government, their organizations, don’t in fact do the right thing. That’s a moral and ethical dilemma for me if I can’t count on the various institutions that are supposed to be in charge of doing the right thing don’t do the right thing.”

As one of the 13 plaintiffs in the case, Moro was selected to go to the Supreme Court to provide her testimony and hear the legal arguments.

“Going to the Supreme Court to hear

Moro continued on pg 5

Moro continued from pg 4

the oral arguments ... that was incredible. It was very meaningful to me to represent over 100,000 retirees in the state of Oregon,” Moro said. “Complete strangers have contacted me to tell me how important it was that I stood up and did this.”

Moro is humble about her court victory. She claims she didn’t really do anything significant and she merely stood up for workers, education and what was right.

It’s this idea of right and wrong that drives Moro.

“You know what districts are doing now? They hire people for 3 hours and 55 minutes so they don’t have to give them benefits,” Moro said. “We have turned our schools and public agencies



Moro

into Walmart.”

Despite standing up and fighting for what she and 100,000 others worked to earn, Moro mentioned she has seen some push back. Some of her friends and strangers told her she’s bankrupting the state. Moro was even depicted hugging a unicorn in the Portland Tribune.

“I hate to see people being ticked off at me because I get my pension that I worked

very hard for ... when corporations continue to give their giant amounts of money in bonuses or stock options to their top employees, while we’ve given their companies tax breaks and goodies,” Moro said.

Regardless of the push back, Moro has many more allies than opponents.

“When Everice told me she was going to help us pursue this case I was so thrilled. She is typical of so many of our members who dedicate their entire career to students and schools, but only earn a modest income in return,” AFT-Oregon President David Rives said. “Retirement security is the one thing that people can count on for their hard work.”

Moro won’t be breaking the state’s bank and owning a vacation mansion in the Bahamas off of her PERS

“It’s a contract, it’s a promise. It was a constitutional promise.”

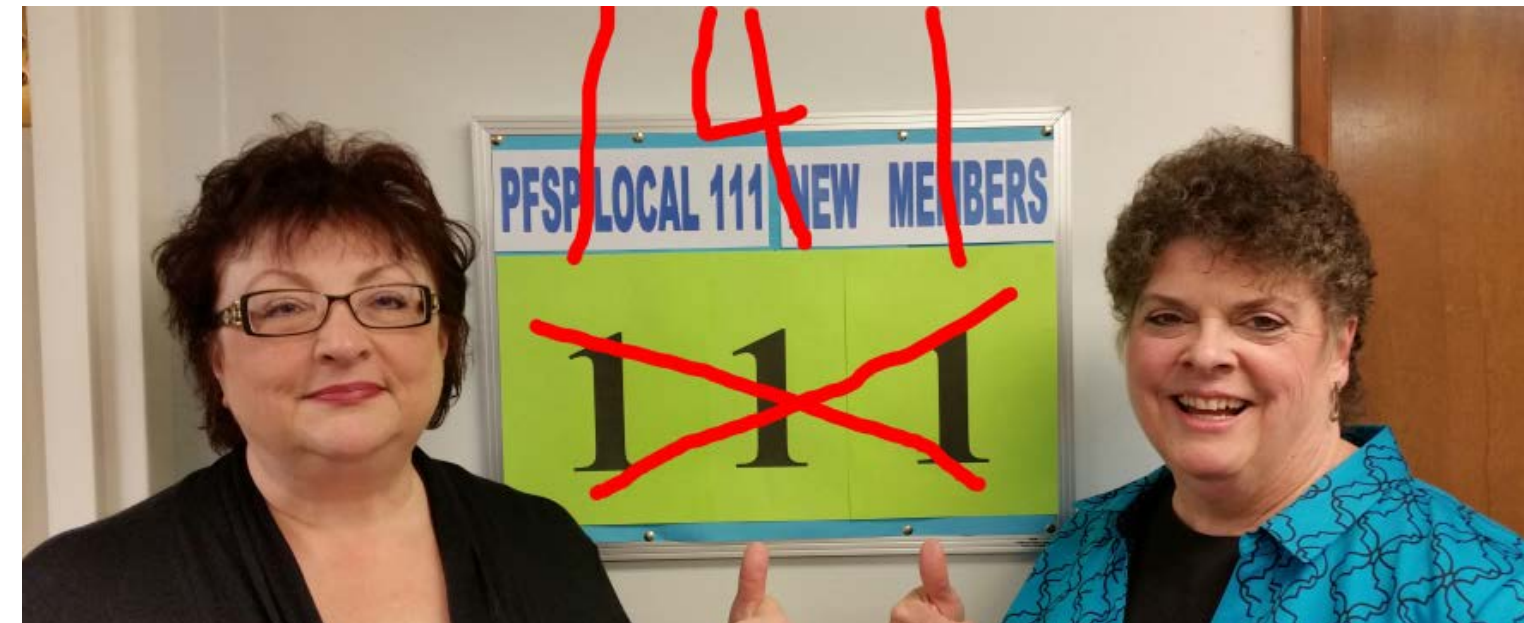
Everice Moro
AFT-Oregon/OSEA Member

funds. Moro will earn about \$18,000 a year from PERS after taxes. Some of the PERS recipients will receive only one dollar a year from their PERS retirement.

She plans on using these funds to help pay off her house and close up loose ends so she doesn’t burden her children after she’s passed. However, she’s still nervous about what the future holds and if she’ll be able to afford any medical bills or serious emergencies.

Until then, Moro will continue enjoying retirement working with others helping them fight for what is right.

Local 111 organizes more than 111



Michelle Batten and Belinda Reagan pose next to a (edited) sign celebrating the number of members they have organized. Photo courtesy of Belinda Reagan

Portland Federation of School Professionals’, local 111, organizing campaign reached an all-time high in May when their new member numbers hit one hundred and eleven - or 111! The same as their Local’s number!

They quickly passed that goal, and are now at 141!

They have never had so many new members. All of this has been accomplished in just six months. Their hard work is certainly paying off.

#AFTORUnited:

Leaders from across the state gathered in Vancouver to lead the organization into the future and celebrate the year that was

Leadership, progressiveness, discussion, award winning, punny, elections - these are just a few of the terms that one could use to describe the 2015 AFT-Oregon Convention.

More than 140 of AFT-Oregon's leaders gathered in the Vancouver, WA Hilton April 10-12 to celebrate the past year of AFT-Oregon activities and begin planning the coming year.

The festivities officially kicked off with the Executive Council Meeting. While the council met, other convention attendees registered, checked into their rooms, and visited the many vendor booths.

Vendors from across the state attended convention to promote member benefits to union members. There was even a union member benefit scavenger hunt that challenged convention attendees to visit every booth. If you're interested in learning more about union benefits, visit the AFT-Oregon union

benefits page.

The events really kicked off Friday evening with a delicious buffet dinner. Then it came time for some of AFT's leaders to take the mic. First up was AFT-Oregon's Chief of Staff Janella James.

James began her speech giving a special shout out to convention first

"Our unions are us!"

**Janella James
AFT-Oregon
Chief of Staff**

timers, who made up more than half of the convention delegation. Throughout her speech, James encouraged delegates to work together because "our unions are us." Unions are only as strong as their members and unions take on the identity of their membership.

After James spoke, Gerard Friesz, AFT Western Regional Director, took the

stage and shared a related message. He encouraged everyone to unite to defeat the attacks on workers and make a better Oregon. "Let's build strong unions. We will beat back billionaires. We can win this fight," Friesz told the delegation.

Next up was Bob Bussell, Director of the Labor Education and Research Center (LERC) at University of Oregon, who introduced the focus group process that convention participants were invited to participate in the next day to support identifying priorities for AFT-Oregon's strategic plan.

The strategic plan, once developed, will be pivotal in guiding AFT-Oregon through these challenging times and help our union transform and flourish, while also setting goals and measurable benchmarks for AFT-Oregon. *For more on the strategic plan turn to page 12.*

The final speaker to take the podium was keynote speaker, Liz Shuler, AFL-CIO Secretary/Treasurer. Shuler

"Let's build strong unions. We will beat back billionaires. We can win this fight!"

**Gerard Friesz
AFT Western Regional Director**

strongly critiqued the people who are attacking workers, and she encouraged workers to take back their workplaces. "The economy isn't like the weather," Shuler said. "It's decisions. It's policy makers and choices."

After all the speakers, the delegation was dismissed to enjoy the nightlife around Vancouver, WA or stay and play bingo. Many of the members who stayed to play bingo won gift cards to Fred Meyers, another union store.

**Saturday -
Let's get down to business**

Registration opened bright and early Saturday morning. The morning's first activity of the day was committee meetings where delegates were split up to discuss various topics and bylaws.



Keynote speaker Liz Shuler, AFL-CIO Secretary/Treasurer, addresses the convention delegation Friday evening. Photo by Justin Buchanan

In the committee meetings, delegates workshopped resolutions before they reached the floor. Some of the topics discussed were vaccinations, funding for education, gender neutral language, and rebates.

After committee meetings, delegates shuffled rooms while grabbing lunch, to get to their strategic plan focus groups. The delegation was asked many different questions such as "where do

you see AFT-Oregon in five years? What do you think AFT-Oregon needs to prioritize now?" Small interdisciplinary groups formed to discuss specific issues and report highlights back to the larger group. Bob Bussell and the LERC team will then take the data and present it to the AFT-Oregon Design Team.

With the delegation's insights, AFT-Oregon hopes to have an even stronger strategic plan to present at the

Elected Leaders:

- **President - David Rives, Local 2277**
 - **Executive Vice President - Belinda Reagan, Local 111**
 - **Secretary - Devin Hunter, Local 4671**
 - **Treasurer - Steve McAllister, Local 3544**
 - **Political Action VP - Jaime Rodriguez, Local 2277**
 - **Brianna Bertoglio, Local 3544**
 - **Shaun Cain, Local 6200**
 - **Bernadette Kapocias, Local 3190**
 - **Emilie Young, Local 3922**
 - **Jeff Grider, Local 3922**
 - **Chrissy Verpoorten, Local 3432**
 - **Kris Osterloh, Local 6069**
 - **Kelly Cowan, Local 3571**
- Vice Presidents:**
- **Michele Catena, Local 111**
 - **Joe Lowndes, Local 3209**
- Delegate to Oregon
AFL-CIO Convention**
- **Brianna Bertoglio, Local 3544**



AFT-Oregon convention attendees listen to a committee discussion. Photo by Justin Buchanan

Resolutions Passed

- Resolution in Support of Two Free Years of Post-Secondary Education in the State of Oregon – AFT-Oregon will support promoting access to two years of post-secondary education at no cost to students.
- Resolution to Raise the Minimum Wage – AFT-Oregon will advocate for the passage of laws that raise the minimum wage to a living wage for all workers.
- Resolution for Retirement Security – AFT-Oregon will advocate for a system that makes it easier for people to save for retirement in a state sponsored program.
- Merit Pay – AFT-Oregon will oppose legislation or statewide policy that would link merit pay to high stakes testing.
- Ending Campus Sexual Violence – AFT-Oregon should make efforts to end sexual violence on campuses and in our broader community a top lobbying priority through supporting bills such as SB 759, HB 2397 and HB 3476.
- Resolution to end profiling – AFT-Oregon will support reforms of police policy that reduce discrimination, and lobby for the establishment of a statewide independent oversight to combat profiling.
- Resolution to Ban the Box – AFT-Oregon will advocate for the elimination of criminal history screening questions and will advocate to reduce discrimination against people with a criminal history.
- Increasing Immunization Rate in Oregon Schools – AFT-Oregon will support only immunization waivers for students with diagnosed medical conditions and additional staff to be added to track and enforce the law.
- Adoption of Gender Neutral Language – AFT-Oregon should adopt usage of gender neutral language wherever possible and in all future communications.
- Resolution for Paid Sick Days – AFT-Oregon will advocate for legally protected sick leave for all employees.
- Resolution Supporting Graduate Employee State Residency – AFT-Oregon shall support legislative efforts to allow graduate employees to establish Oregon residency for tuition purposes while enrolled as graduate students.
- A Resolution Promoting the Expansion of SNAP Eligibility to Include Graduate Employees – AFT-Oregon shall support legislative efforts to change the state and federal eligibility rules for SNAP so that they no longer prohibit graduate employees from participation.
- Transparency in Salary Resolution – All locals will be encouraged to provide salary information and be encouraged to participate in percapita reform to move toward a progressive percapita structure.



An AFT-Oregon convention attendee listens to another attendee. Photo by Justin Buchanan

end of this year. On Saturday afternoon, the delegation got down to business as a larger group. The general session began with discussion of various resolutions and topics. Then AFT-Oregon President David Rives took the podium to deliver his state of the union address.

Rives, like the others before him, encouraged the delegation to unite and raise their voices in their work places. Additionally, he challenged convention attendees to focus on growing their local's membership. The more members engaged, the stronger AFT-Oregon is, and the stronger education in Oregon will become.

After Rives spoke, it was time for the candidates for office to take the stage and share with the delegation why they wanted to serve on the executive council.

After the state of the union and election speeches, members got a moment to unwind before

the evening's big event, the annual AFT-Oregon Awards Banquet.

At the Awards Banquet, members and AFT-Oregon allies are acknowledged for their contributions to their locals and the union movement.

AFT-Oregon Executive Vice President Belinda Reagan Emceed the event, presenting the awards while also entertaining and interacting with the crowd.

There was also a Twitter display screen where members could live tweet the event. It was AFT-Oregon's very own red carpet media event. Members shared jokes and memories on the board. There was even a pun war. (The winner of the war is still up for debate).

After the awards banquet many members went back to their rooms, or again explored the Vancouver night life.

Sunday - Closing up

Sunday was the final day of AFT-Oregon's convention. Business began at 8 a.m. with the winners of the election being officially announced. After the elected delegates were announced, members began to discuss the resolutions once again. A quick break down of the resolutions adopted can be found on page 7.

Finally once all the business was taken care of, AFT-Oregon President David Rives thanked everyone for attending and helping lead AFT-Oregon into the future.



Meaghan Emery, GTFF, Local 3544, holds her award for Best Editorial. Photo by Justin Buchanan

Award Winners:

Outstanding Contribution

- Michele Catena, PFSP, Local 111

John Connor Award

- Carolyn Byrd & Cheryl Davies, SWOCCFT, Local 3190

Membership Awards

- 100% Voluntary Membership**
 - WVCCF, Local 3432 & SFCE, Local 3662
- Numerical Membership Growth**
 - PSUFA, Local 3571 & CGE, Local 6069
- Percentage Membership Growth**
 - CGE, Local 6069 & PSUFA, Local 3571

Communication Awards

- Best Website**
 - CGE, Local 6069
- Best Editorial**
 - Meaghan Emery, GTFF, Local 3544

Megel Scholarship Winners

- Jasnery Valenzuela and Ilia Duckler

Gold Scholarship Winners

- Julian Geisel, GTFF Local 3544

Anniversary Awards

- WVCCF, Local 3432 – 40 years
- BMFT, Local 3466 – 40 years
- LCCSSA, Local 4912 – 20 years
- CGE, Local 6069 – 15 years

Treasurer Award

- Drew Hatlen, CGE, Local 6069

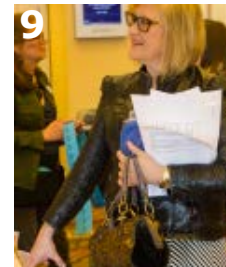
Political Award

- WOUFT, Local 2278

Staff Awards (5 years or more service)

- Kristen Fitzpatrick, Leah Leach, Karen Bartholomew, & Susan Miller

#AFTORUnited - In Photos



1) Convention delegates sing "Don't Stop Believin'" at the award banquet. 2) A delegate listens to another during a committee meeting. 3) A member speaks to the delegation. 4) Tables were decorated for the awards banquet. 5) A BINGO winner shows off her winning card. 6) WVCCF Local 3432 President Chrissy Verpoorten holds the local's award for celebrating 40 years being an AFT-Oregon local. 7) Megel Scholarship winner Jasnery Valenzuela thanks the convention delegation for selecting her. 8) Members fill out forms for the benefits scavenger hunt. 9) Meg Coryell, Local 4912, speaks to others outside the convention hall. 10) AFT-Oregon President David Rives listens to delegates discuss bylaw and resolution proposals. Photos by Justin Buchanan



Legislative Update

AFT-Oregon workers rally in Salem, voices heard by Governor Kate Brown

AFT-Oregon members came out in force this legislative session for respect in the workplace and strong public education for our communities.

Nearly 40 members spent a day talking to legislators about how cuts to education have impacted our jobs and the education our students receive.

Governor Kate Brown stopped by to discuss some of our challenges, such as the increase in part-time classified staff and faculty.

Members also provided vital testimony on bills such as adjunct faculty access to healthcare and unemployment

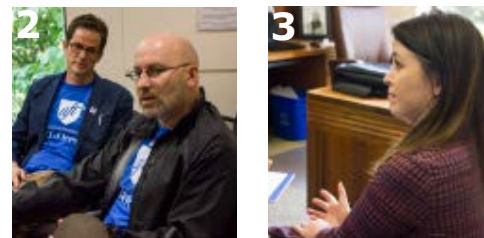
benefits, lack of nurses in our schools, and paid sick days for all Oregonians.

While not all bills will make it through this session, AFT-Oregon members have played a critical role in raising the conversation about education work to law-makers.

HB 3237 did not have the support to move forward this session, however the testimony provided by members will be critical to moving this issue forward in the future.

SB 702 and HB 3507 will both be moving into a workgroup in order to continue to work out details on impacts with stakeholders.

Lobby Day - In Photos



1) Gov. Kate Brown holds an AFT-Oregon Shirt. 2) UAUO Local 3209 members Joe Lowndes and Michael Stern, meet with a lawmaker. 3) Heidi Edwards of PCCFFAP, Local 2277, member meets with a law maker. 4) Dean Pfaender, HCU Local 4671 member, asks Gov. Kate Brown a question. 5) AFT-Oregon members listen to Gov. Kate Brown 6) Michele Catena, PFSP Local 111, laughs when meeting with a lawmaker. Photos by Justin Buchanan

Understanding the Strategic Plan



AFT-Oregon convention attendees listen to a Strategic Plan discussion. Photo by Justin Buchanan

In order for an organization to succeed, regardless of its mission, that organization must have in place a plan for its future. AFT-Oregon is no different. We are in the midst of developing our strategic plan which will carry our organization into the future.

In the last year AFT-Oregon has seen many leadership changes, both in staff and in its locals. Additionally, the organization has faced and foresees many challenges to overcome such as the corporatization of our education system, and anti-worker ballots.

AFT-Oregon and its members, will not be successful remaining stagnate. We must act and prepare for the changing labor landscape.

The strategic plan, once developed, will be pivotal in guiding AFT-Oregon through these challenging times and help our union not remain the same, but flourish, while also setting goals and measureable benchmarks for AFT-Oregon.

We began this process by briefly surveying and examining input from our membership and outside communities. We asked them questions such as: What is AFT-Oregon doing well and not doing well? What role does AFT-Oregon play in education and in the workforce? How can AFT-Oregon better engage its membership and what does AFT-Oregon need to do in order to grow?

Through our survey we learned what some of the perceived core functions of AFT-Oregon are: supporting and servicing locals, providing resources to locals, providing educational and training opportunities, building connections and solidarity among locals, building strong leaders and members, and providing a political voice and influencing education policy.

However, in order for AFT-Oregon to successfully perform its core functions there are a few obstacles we need to overcome as an organization. Some of these challenges are: Right-to-Work and potential loss of fair share, uniting locals with different identities and perspectives and interests, low membership numbers, apathetic leadership, and aligning staffing with needs of AFT-Oregon and its organizational goals.

Additionally, AFT-Oregon will need to be aware of the changing public education landscape. Issues such as: lack of funding, tuition increases, corporatization and privatization in higher education, and the impacts of testing on classified units will alter the strategic plan.

Clearly there is a lot of work to be done, and in order to do it AFT-Oregon has established a design committee whose mission is to further study our membership and our external perceptions of our union. Some topics the design team

will be studying internally are: AFT-Oregon's governance structure, budget, staffing, technology, communications, education and training programs, and inclusion. Some external topics the design team is studying are: current trends in education, the views of outside educational stake holders, and assessing media coverage and the media's relationship with AFT-Oregon.

Once further data has been collected from these groups the design team will present their findings and begin laying out goals and benchmarks for AFT-Oregon to pursue in the future.

This is an exciting yearlong project which will be finalized November 2015 at the Presidents' conference.

Please contact the AFT-Oregon state office if you want to learn more about the strategic plan.

AFT-OR Strategic Plan Process Timeline

March 16, 2015

Design Team Meeting

April 10-12, 2015

Convention presentation and data gathering from focus groups

May - June 2015

Scan committees continue data gathering and study findings

July 2015

Design Team Meeting - Share findings and develop preliminary goals

September 2015

Design Team Meeting - Begin drafting final report

October 2015

Design Team Meeting - Approve final report

November 2015

Present final plan at Presidents' conference

Latest Strategic Planning Action, May 18, 2015, AFT-Oregon Office

As planned, the committee gathered to reflect on the data gathered at Convention. The committee determined more data needs to be collected from internal and external groups.

AFT-Oregon, AFT, AFL-CIO
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Portland, Oregon 97219



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Moved?

Member address information changes should be made with the local union office or officers responsible for membership records.

Locals are responsible for reporting and updating membership information directly with the national office. AFT-Oregon uses address information provided by locals to AFT for printing and labeling newsletters and member information. Prompt changes are important.

Name Change Clarification

There was some confusion with the last issue of "Federation."

"Federation" has gone through some design changes, as well a bit of a name change. This publication will be titled "Federation" not "Federation News."

We believe this magazine has much potential, and will always strive to make improvements when possible.

If you have suggestions please contact Communications Coordinator Justin Buchanan at justinb@aft-oregon.org.

AFT-Oregon Member Benefits

Real Estate Benefits

Thinking of selling your home? Interested in the current housing trends? Stellar Realty Northwest is offering AFT union members a 25% Listing Discount! Want to know more, contact Caralee Angell at: caralee@stellarrealitynw.com or (503) 209-3282.

AFT Credit Card Changes

AFT + Credit Card program now has three credit card options that AFT members and their families can apply for, including:

- *Rate Advantage Card*, with the lowest APR rates of the three cards available and a 1.5% Cash Reward Program. You enjoy a low introductory APR for 15 months on all purchases and balance transfers.
- *Cash Rewards Card*, also with a 1.5% cash back on every purchase and a low introductory APR for 12 months on all purchases and balance transfers.
- *Credit Access Card*, use this card to build credit through responsible use and earn rewards at the same time. Earn 1.5% cash back and enjoy a low introductory APR for 9 months on all purchases.

All three cards offer: Competitive rates, 24/7 U.S. based customer Service, \$0 fraud liability, free budget and credit counseling, unique financial hardship assistance after just three months, including job loss, hospital, disability and strike grants, and supports the labor movement.

AT&T Benefits Changes

15% discounts means real savings for union members, for example:

- Save \$117 a year with a 2GB Mobile Share Value plan with unlimited talk and text and one smartphone.
- Save \$252 a year with a 10MG Mobile Shared Value Plan with two smartphones and a tablet.
- Support good union jobs for the 45,000 union members at AT&T Mobility.
- Up to \$250 in rebates for AFT+ Credit Card holders who pay with their credit card when they switch to AT&T wireless or buy a new smartphone with a qualifying 15% discount plan.

Shop online for additional savings and use the code in your AFT Member Benefits Book.

Want to Know More?

Need a copy of the AFT Benefits Booklet? Visit: or.aft.org to download a copy. Have questions regarding the use and details of your AFT Member Benefits?

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