

FEDERATION

September 2015

Workers win the session!

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A word from the President

Hello AFT-Oregon Members,

I hope all is well with you as we begin the new academic year. Although this can be a hectic time for us, it is also rewarding to welcome our students back and guide them on their paths to success.

This year in particular is going to be momentous for all of us in the American Federation of Teachers. We have made great strides in making sure educators have their voices heard in important decisions affecting our schools, colleges, and universities, as demonstrated by the increased funding for public education we have gained and the victories our locals have achieved. We've also made great strides in fighting for a more just economy and society—as demonstrated by the



Rives

recent laws we advocated for on behalf of sick leave for all and against racial profiling.

Those opposed to us on these issues would like to weaken and silence our

unions. They are aiming to do that both on the state ballot and in a case before the U.S. Supreme Court next year. But we are fighting back by organizing and becoming stronger than ever. And with your involvement, we will be victorious.

We're beginning the year with an Organizing Task Force, bringing together activists from our locals throughout the state to work on getting members more involved in their union and profession.

Recently, more than 80 union leaders from around the Pacific Northwest gathered in Vancouver, Washington for the AFT Northwest Leadership Forum, co-sponsored by AFT-Oregon. It was fantastic to see so many members, some familiar faces and some new, ready to learn new skills to build our union.

Attendees learned skills such as best practices for communication, handling problems and grievances in the workplace, negotiation techniques, and how to build member power. You can read the full report on the Leadership Forum in this issue on page 4.

The 2015 Oregon Legislative Session drew to a close in July. This session saw an increased investment in education, and the emergence of Fair Shot for All, a strong coalition of unions and community groups

working together to make progressive change. We were able to achieve victory on most of our priorities including:

- Increased funding for K-12 Education
- \$550 million for the Community College Support Fund
- \$700 million for universities
- Paid sick days for nearly half a million more Oregon workers
- Retirement security for all Oregonians

You'll find more details inside this issue on pages 6 and 7.

Our members at Southwestern Oregon Community College have been fighting and winning for workers—their story is on right on the next page.

Please feel free to contact the AFT-Oregon office if you'd like to know any more information on these or other issues. We are here for you.

Let's make this academic year a great one for our students and Oregon workers!

Want to help organize?

Contact:

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AFT-Oregon Organizer

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September 2015



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Big victories for workers at Southwestern Community College

SWOCCFT local 3190 fight, win back laid off worker's job

The members of Southwestern Oregon Community College Federation of Teachers (SWOCCFT) local 3190 won a former professor's job back.



SWOCCFT local 3190 leaders Cheryl Davies and Carolyn Byrd who were instrumental in the grievance process pose for a photo at AFT-Oregon Convention April 2015. Photo by Bernadette Kapocias

"We spent a lot of time trying to figure out what was going on and the college made getting accurate information a hassle," President of SWOCCFT, local 3190, Bernadette Kapocias said.

The professor, who did not want to be named, was removed from employment because of budgeting reasons, however the employer immediately refilled the role with a part time employee. Under the union contract this is not allowed. The employer cannot replace the positions from laid off workers within a certain time period.

The union stood for its workers and filed a grievance. SWOCCFT quickly won the arbitration case, but the employer did not comply. Thus more paperwork was filed, eventually the union's fight paid off and the college gave back the employee's job, and contractually promised not to

alter the position for four years.

Additionally the college's administration had to pay some of the union's legal fees.

"When we first filed this grievance our local was not used to filing grievances and it was a very hand wringing experience," Kapocias said. "We knew it was the right thing, and we had to do it."

This learning experience was eye opening to the local. SWOCCFT has since filed a number of other grievances.

SWOCCFT workers are making their voice heard and using their collective power to stand up for themselves and make education at their college better.

"It's really easy for administration to pick on one individual person but when you stand together that's a powerful thing," Kapocias said.

SWOCCCF local 3972 fight for back pay for non-members

"Unions stand up for workers even if they're not in the bargaining unit ... technically."

This was the mindset of Southwestern Oregon Community College Classified Federation (SWOCCCF), local 3972, President Vickie Brumit, and the rest of the local's classified employees when they challenged the classification of five test proctors at their college.

For years, the college hid the proctors from the unit claiming they were not classified employees and not subject to the union contract.

However, that all changed when Brumit decided to take a class at her workplace. She went in to take an exam and noticed her test proctor doing more than originally explained to the local.

"I thought to myself 'huh that's interesting,'" Brumit said. Brumit and her fellow classified employees began investigating the amount of work hours the test proctors performed dating back to 2010. After a few interviews and some research it became clear that the test proctors worked enough hours to be covered by the contract and they belonged in the unit. If the test proctors were represented by the unit they would have received a higher wage and benefits under the union contract.

SWOCCCF filed a grievance claiming the college owed

the test proctors back pay. After a short hearing, SWOCCCF prevailed and the college agreed to pay the test proctors \$12,000 to be divided among the five of them.

"I think this sent a clear message to the college that they need to be truthful in their dealings with us," Brumit said. "It was a lesson to our local that we need to pay closer attention to positions."

Brumit also stressed she could not have done this without the support of her local and AFT-Oregon.

"We were really grateful for the help from AFT-Oregon," Brumit said. "We couldn't have done this alone."



SWOCCCF, local 3972, President Vickie Brumit and former Vice President Colleen Keen pose for a photo after winning back pay for five previously unrepresented members. Photo courtesy of SWOCCCF

2015 AFT Northwest Leadership Forum: Recap

Locals from around the Pacific Northwest unite to learn new union skills

As all education and health professionals know, people never really stop learning once they finish their education. There are always new studies, new facts, and new techniques to brush up on.

The same goes for union work, which is why AFT-Oregon prides itself on our constantly updated and relevant trainings.

From July 30 to Aug. 2 more than 70 union leaders from around the Pacific Northwest

gathered in Vancouver, WA for the Northwest Leadership Forum. Some members traveled all the way from Alaska and from as far south as California.

The Leadership Forum officially kicked off July 30 at 10 a.m. with registration.

The first round of classes began the same day with seminars on leadership skills and ways to build solidarity across different classifications of people.

After class it was

time for food and friends. Trainings aren't just about training after all.

Members feasted on a wonderful dinner provided by the Vancouver Hilton. The room was filled with the noises of cutlery scraping plates, laughs of old friends catching up and new friends being made. Unions are about solidarity, and sharing a meal is one tasty way to build it.

After dinner it was time for the evening program emceed by AFT Western Regional Director Gerard Friesz.

Leaders from AFT affiliates also spoke: APEA Business Manager Pete Ford, OSEA Vice President MaLena Wirth, AFT-Washington President Karen Strickland, and AFT-Oregon President David Rives.

Rives was blunt about the oncoming attacks to workers, but was enthusiastic about the opportunities these challenges present.

"Now is the time for us to organize and take back our workplaces," Rives said.

Next up was AFT Executive Vice President Mary Cathryn Ricker. She echoed Rives' message, but highlighted unions can be creative in their organizing and informing campaigns.

Ricker put on a kitchen

apron from OSEA with important student nutrition facts and explained this was a fantastic example of a campaign tool. This apron was not only handy in the kitchen, but explains the value of school workers.

Friday, Saturday and Sunday were all day long classes. AFT members attended in depth classes on: powering up your local union, communication skills, union leadership skills, grievance mobilization, and negotiations.

Classes were filled with important information taught by experienced AFT members and staff. Instructors encouraged discussion and provided interactive hands on training.

Some attendees were walked through tools like AFT's Leadernet or were provided 1-on-1 instruction on how to plan a campaign.

Do not miss out on your chance to check out an AFT training. The next AFT-Oregon training event is Winter School in January.



1 - AFT-Oregon President David Rives writes notes on a board as he leads a class. 2 - A group discusses during a NWLF class. 3 - AFT-Oregon field representative Debra Mayo Kelly, leads a class during NWLF. 4/5 - A NWLF attendee studies a noteboard during a training session. 6 - AFT-Oregon Vice President of Political Action Jaime Rodriguez studies a board during a training session. Photos by Justin Buchanan

Data wins

It's time to organize! Now more than ever, workers and unions need to organize together and take back our workplaces. Accurate contact information is the first step in a raising our voices.

Please take a moment and contact the AFT-Oregon office, or your local office, and make sure your information is correct. You can also update your data online at or.aft.org.

It's takes just a few seconds, and is a huge help in strengthening your voice in your workplace.

Our opponents are getting smarter and stronger. Which means we need to connect. We'll keep you informed about the latest anti-worker attacks and how to fight back.

Additionally, your information will be secure and kept confidential.

Not only does accurate information ensure victories in our workplaces, it allows you to have full access to AFT-Oregon member benefits.

Learn more about member benefits on the back cover.

AFT-Oregon Office:
 971-888-5665
 10228 SW Capitol Hwy.
 Portland, Oregon 97219
 Online: or.aft.org

Member

DATA

Power

Want more NWLF info or photos?
 Visit AFT-Oregon online: or.aft.org
 "Like" AFT-Oregon on Facebook [/AFTOregon](https://www.facebook.com/AFTOregon)



This fall, AFT-Oregon's Organizing Task Force is kicking-off our effort to talk to every AFT-Oregon member about what we need to do together to improve our working lives and our students' futures.

Join us Oct. 11 at the AFT-Oregon office for an in-depth Organizing 101 Training, then put it into practice with us for a week of member outreach in the Portland area.

Together we can fight, and together can win.

Want to learn more or RSVP? Contact:

Julia Trist
 AFT-Oregon Organizer
 Email - juliat@aft-oregon.org | Call - 971-888-5665

Strategic Plan Update

In the June 2015 edition of "Federation" we updated you about AFT-Oregon's strategic plan.

We're taking a good honest look at ourselves, seeking input from members, outside leaders and organizations. Through this process we'll create a strong and progressive plan to lead AFT-Oregon into the future.

This August we sent out member surveys, you should have received one. Thank you if you filled it out. We're also interviewing other unions and organizations seeking their input.

We will be using this input to help create the final strategic plan which will be presented at the President's conference November 2015.

If you have input to provide, or questions to ask, please reach out to us. Contact the AFT-Oregon office at 971-888-5665.

Website Updates!

There have been significant changes to the website in recent weeks. AFT-Oregon Communications Coordinator Justin Buchanan has been working closely with AFT National and AFT-Oregon locals to create an integrated network of sites that will help keep all AFT-Oregon locals better informed on AFT-Oregon news.

Thank you for being patient as we integrate these changes. We're excited about the possibilities an optimized website can bring to AFT-Oregon. If you have suggestions on how to improve the website please let Buchanan know. His contact info is below.

Justin Buchanan
 AFT-Oregon Communications Coordinator
 Email - justinb@aft-oregon.org | Call - 971-888-5665

2015 Legislative Session

Big wins for AFT-Oregon, Oregon workers

As we all gear up for another academic year, workers and educators might start to notice some positive changes on their campuses.

Some of these changes are because workers stood up and fought in Salem on issues that are important to AFT-Oregon – and won. The Oregon legislative session was filled with victories for AFT-Oregon members. We will remember the 2015 session for being the session that focused on starting to reinvest in K-12 and higher education and addressed issues that matter to Oregonians – from retirement security to sexual assault on campuses.

The legislature increased the K-12 budget by 9 percent and allocated additional funds for our schools after a

positive revenue forecast. Public Community Colleges and Universities were also granted additional support over the previous budget, including an increase in funding for the Oregon Opportunity Grant.

There were also great wins for workers across Oregon. AFT-Oregon helped fight for historic wins in the legislature - including retirement security and paid sick time for Oregonians. Workers now have some protections for wages if they take sick days.

We helped pass legislation to ban the box on a job application that asks for criminal or arrest history, and fought and won bipartisan support for legislation that defines and bans profiling based on certain characteristics.

However, this session wasn't all victories leaving plenty of opportunities for workers to stand up in 2016.

Minimum wage, healthcare and unemployment benefits

Learn more online at:

or.aft.org

Session continued on Page 7



1 - Oregon Governor Kate Brown holds up an AFT-Oregon shirt during her visit with AFT-Oregon members on Lobby Day Apr. 20. 2 - HCU local 4671 member Dean Pfaender speaks with Oregon Governor Kate Brown Lobby Day Apr. 20 AFT-Ore. 3 - Governor Brown speaks to AFT-Oregon members Lobby Day Apr. 20. 4 - AFT-Oregon members meet with a lawmaker 5 - AFT-Oregon members lobby Feb. 21. 6 - AFT-Oregon Grad. Workers celebrate their lobbying efforts Feb. 20. 7 - AAP local 6200 Shaun Cain testifies. Photo 6 by Julia Trist. Photo 7 is a screen shot from OLIS. Photos 1, 3, 4 and 5 by Justin Buchanan.

Session from Page 6

for adjuncts and faculty, and a seat for graduate employees on institutional boards all stalled during the session.

The legislature held a hearing on a dozen proposals to increase minimum wage ranging from \$10.75 to \$15 per hour, but were never able to come to agreement and the bills died in committee.

AFT-Oregon also fought to help adjuncts working at multiple public institutions qualify for healthcare, but some inconsistencies at institutions need further study, so a taskforce will be convened to research and craft a

legislative solution.

Another workgroup will focus on providing unemployment insurance for summer faculty, one of AFT-Oregon's priority bills that also stalled this session.

Additionally our efforts to ensure a position for graduate employees on institutional boards hit roadblocks in the House, but should have a stronger future in coming sessions.

Despite a few setbacks, the 2015 legislative session was a success for AFT-Oregon and workers. There is always work to be done, and we're already getting ready for 2016.

AFT-Oregon members speak up in Salem

Lawmakers will never know what to support and what to change if they don't know what the people want.

AFT-Oregon members know this and spent many hours in Salem lobbying for the issues that matter to them. When people speak out, results happen.

THANK YOU to everyone who testified this session!

- | | |
|-------------------|---------------|
| Dennielle Perry | GTFF |
| Devin Hunter | HCU |
| Brianna Bertoglio | GTFF |
| Drew Hatlen | CGE |
| Shaun Cain | AAP |
| Louise Currin | Retirees |
| Johnathan Turbin | GTFF |
| Michele Catena | PFSP 111 |
| Jon LaRoche | GTFF |
| Kris Osterloh | CGE |
| Sean Moegregor | CGE |
| Bill Harbaugh | UA |
| Shawna Meechan | GTFF |
| Greg Monahan | Retirees |
| Ira Erbs | PCCFFAP |
| Heidi Edwards | PCCFFAP |
| Jeff Grider | PCCFCE |
| Mark Perlman | WOUFT |
| Joe Lowndes | UA |
| Aleta Wright | PCCFFAP |
| Melissa Crosby | PCCFFAP |
| Shirlee Geiger | PCCFFAP |
| Motoya Nakamura | PSUFA/PCCFFAP |
| John Copp | UECGCC |
| Mark Perlman | WOUFT |
| Dan Hall | Col. Gorge |
| Rob Troyer | WOUFT |
| Karen Creighton | UA |
| Dana Rognlie | GTFF |

Notable Bills

K-12 Funding (HB 5017)

Position - Support

PASSED!

Early in the session, the Oregon Legislature passed a \$7.255 billion K-12 budget on a party line vote - a 9 percent increase from 2013-15. An additional \$105 million was allocated after a positive May revenue forecast as well as an additional \$12 million in the end of session budget bill, bringing the total to \$7.4 billion.

Part-Time Faculty Health Coverage (SB 702)

Position - Support

AMENDED

SB 702 would have provided health coverage for Adjuncts working at multiple public colleges or universities when the adjuncts combined hours equal a full time position. This legislation would mirror legislation from 2009 that allowed access to PERS. After convening the stakeholders and realizing there are some inconsistencies regarding how institutions calculate hours to qualify as full-time Senator Dembrow amended the legislation to establish a taskforce to convene stakeholders, identify inconsistencies and craft a legislative solution for implementation.

Community College and Public University Funding (HB 5024)

Position - Support

PASSED!

The Community College Support fund increased to \$550 million in 2015-17, and the Public University Support Fund received \$700 million. While these allocations are lower than those recommended by AFT-Oregon, they are a step in the right direction. This bill also included a 23.7 percent increase in funding for the Oregon Opportunity Grant as well as a \$30 million post-revenue forecast allocation.

Sexual Assault on Campus (SB 759)

Position - Support

PASSED!

SB 759 requires all Oregon community colleges and universities to adopt protocol to serve survivors of sexual assault by providing information on community and campus support services. In addition, campuses are required to provide written information on campus discipline; nary processes, confidentiality and legal options

Graduate Employee Representation on Institutional Boards (HB 3237)

Position - Support

DID NOT PASS

HB 3237 would have created a new seat on the governing boards of public universities, require board members to disseminate materials submitted to the board, and require governing board to engage in collective bargaining. After the hearing, legislators commented that this legislation was just one session too soon.

Retirement Security (HB 2960)

Position - Support

PASSED!

HB 2960 creates a uniform, accessible statewide solution to today's retirement savings system that is risky, confusing and out-of-reach for many Oregonians. This legislation makes it easier for all businesses, small and large, to offer retirement investment plans to their employees.



AFT-Oregon Member Benefits

Buying a new home?



Your membership can save you money buying, moving and insuring your new home!

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- Receive \$250 of Kelly Blue Book pricing
- Rental fees returned on purchase Enterprise Car Sales
- Choose from over 5,000 quality used cars,
- Appraise your vehicle using Kelley Blue Book® Trade-In Value and add \$500
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Choose from three great card options:

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- Credit Access Card Build rewards and your credit through responsible use Hardship Grants Available for Cardholders

Not All Insurance Policies are Created Equal

Insure your new home and car through us! Buying a car and a home are likely the two biggest purchases you will make in a lifetime.

Because it is important to protect these valuable assets, the AFT has joined with MetLife Auto and Home to provide access to special group discounts on auto and home insurance.

Want to Know More?

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

Contact: Susan Miller, Director of Member Benefits
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