



A Union of Professionals

AFT-Oregon
AFL-CIO

Aim for the Future
Learn from the Past

AFT-Oregon
2013 Report of Officers

AFT-Oregon Locals

- ◆ Local 111, Portland Federation of School Professionals (PFSP)
- ◆ Local 2277, Portland Community College Federation of Faculty and Academic Professionals (PCCFFAP)
- ◆ Local 2278, Western Oregon University Federation of Teachers (WOUFT)
- ◆ Local 2417, Lane Community College Employees Federation (LCCEF)
- ◆ Local 3190, Southwestern Oregon Community College Federation of Teachers (SWOCCFT)
- ◆ Local 3432, Willamette Valley Child Care Federation (WVCCF)
- ◆ Local 3466, Blue Mountain Federation of Teachers (BMFT)
- ◆ Local 3544, Graduate Teaching Fellows Federation (GTFF)
- ◆ Local 3571, Portland State University Faculty Association (PSUFA)
- ◆ Local 3662, Scappoose Federation of Classified Employees (SFCE)
- ◆ Local 3809, Western States Chiropractic College Faculty Association (WSCCFA)
- ◆ Local 3922, Portland Community College Federation of Classified Employees (PCCFCE)
- ◆ Local 3972, Southwestern Oregon Community College Classified Federation (SWOCCCF)
- ◆ Local 4671, Hillsboro Classified United (HCU)
- ◆ Local 4754, United Employees of Columbia Gorge Community College (UEGCC)
- ◆ Local 4912, Lewis and Clark College Support Staff Association (LCCSSA)
- ◆ Local 6020, AFT-Oregon Coast United Employees (AFTOCUE)
- ◆ Local 6069, Coalition of Graduate Employees (CGE)
- ◆ Local 6200, Associated Academic Professionals (AAP)
- ◆ Local 8035R, AFT-Oregon Retirees
- ◆ United Academics, University of Oregon

AFT Regional Council

- ◆ Local 5017, Oregon Federation of Nurses and Health Professionals (OFNHP)

AFT Direct Affiliates in Oregon

- ◆ Local 6732, Oregon School Employees Association (OSEA)
- ◆ National Federation of Nurses

Inside:

State of the Union	2
Organizing	4
Political Action	6
Legislative Priorities	8
Around the State	10
AFT-Oregon Retirees	12
Report of the Treasurer	13
□ Financial Reports	14
Report of Executive Director	16
AFT-Oregon Staff and Programs	18
Executive Council in Action	20
Scholarship and Awards	25

David Rives
President

David Cecil
Chief of Staff

Jillian Smith
Managing Editor

Leah Webster Kristen Fitzpatrick
Editorial Assistants

2013 Report of Officers was produced by AFT-Oregon staff
and printed by a union shop through Morel Ink.

© April 2013     

AFT-Oregon, AFT, AFL-CIO
7035 SW Hampton Street
Tigard, Oregon 97223
503/906-3495 ■ FAX: 503/906-3533
www.aft-oregon.org
www.facebook.com/pages/AFT-Oregon

Aim For the Future, Learn from the Past

The labor movement is at a pivotal point in our nation. States like Wisconsin, Michigan, Ohio and Colorado have attacked workers' rights to organize, collectively bargain, and effectively advocate for their union brothers and sisters. These anti-union forces are taking away our rights across the country, and as a result union membership has declined to its lowest level since the 1930's. Some people feel that these anti-union tactics will not work here, while others worry they may be coming to Oregon soon, but the sad truth is that these tactics are already here. Anti-union forces have filed two initiatives which would eliminate payroll deduction of dues. A "Work Without Voice" (aka "Right to Work") initiative has also recently qualified for the 2014 ballot. In union stronghold states like Michigan and Wisconsin, the members felt secure in the gains that their union brothers and sisters had made, but one day woke up to a very different reality. Fortunately, we in Oregon have laid a strong foundation in recent years with our success in organizing, our political stature in the state, and our political activation of our members. We still have a tremendous amount of work ahead of us. This will be a tough fight. But I think we stand a good chance of fending off the anti-union forces if we work together to build on our foundation.

As our convention motto says, "Aim for the future, learn from the past." In the past, we have defeated similar anti-union attacks through education and mobilization of our members, and by forming coalitions with other groups. Through this experience we have built our strong political action program. We are fighting for and supporting the participation of our members in district-level and campus-level policy committees, as well as at the state level on education and health care boards, in order to engage in important decisions affecting our workplaces. We are encouraging and training our members to be candidates for their local school boards. AFT-Oregon is working in coalition with other labor and advocacy organizations to strengthen our voice in our communities. Furthermore, we are continuing to build our strength by organizing across the state. As a result, in the past year we have grown our federation by over 2,500 members.

Organizing

We took on two large organizing efforts in the last year. Organizing under the slogan "This is what a graduate employee looks like," 781 new graduate employees joined Local 6069, Coalition of Graduate Employees, at Oregon State University. We had to struggle with several spurious university challenges to including the Research Assistants at OSU in the bargaining unit, but eventually the Employment Relations Board ruled that Research Assistants are employees and have the right to unionize if they so chose. Many members of the CGE paid visits to their colleagues at home and got cards signed, then once more reached out to colleagues to get ballots turned in. We won the election 287 to 32.



David Rives
AFT-Oregon
President

We also welcomed the faculty of United Academics, at the University of Oregon, into what will be our newest local. This was a joint organizing effort between AFT and the American Association of University Professors, a union we have closely worked with at Portland State University and in the state capitol. Again, we saw a great turnout of volunteers who visited their colleagues to speak about the union and ensure that authorization cards were turned in. We now represent over 1,800 tenure-track, non-tenure-track, and research faculty at the UO.

It is great to know that over 2,500 new employees in AFT-Oregon will now have collective representation in their workplace. These new members will also provide all of us a more powerful voice as we advocate for a strong middle-class and robust education, healthcare, and economic policies in our state, and defend our rights to organize.

These organizing campaigns have been considerable investments for our federation, but are some of the most important steps we are taking to build our strength and bring representation to more people. We will continue to make organizing a top priority and continue our growth as we bring the benefits of union membership and collective bargaining rights to more people in this state.

I am also pleased to report that the National Federation of Nurses has recommended affiliation with AFT in four states, including Oregon. The Oregon Association of Nurses (ONA) ratified the proposal at their special convention one month ago. AFT-Oregon has long had a strong relationship with the ONA, working together in the Oregon AFL-CIO and in coalitions, so I am looking forward to new and closer ways we can strengthen education, healthcare, and labor in the state.

We are also engaging with the Oregon AFL-CIO to lend our experience and resources to some innovative organizing projects aimed at rebuilding union density in the private sector. It is important that we increase organizing in the private sector, particularly among the many unrepresented workers in the service and retail industries. We must work to rebuild the house of labor, both public and private, so we can ensure the well-being of all of Oregon's families as well as the economy of our state.

Political Action

Thanks to the hard work of our members, who knocked on doors and made phone calls to elect accountable politicians, who contacted their legislators on key issues, and engaged with issues in their workplace and profession, we have created a strong position in the political landscape of this state. The efforts of our members contributed to the pro-education, pro-labor majority in the state legislature, and helped us to retain strong advocates in the offices of Labor Commissioner and Secretary of State. Together with our fellow AFT affiliate, Oregon School Employees Association, Local 6732, our Political and Legislative Action Network (PLAN) interviews and assesses candidates, works to pass pro-labor and pro-education ballot measures and defeat danger-

ous ones, and holds the annual Legislative Education Day in the state capitol. Together, we provide a united front for the AFT political efforts in the state.

Recently, two AFT-Oregon leaders (Frank Acosta and Jaime Rodriguez) graduated from the first-ever class of the Oregon Labor Candidate School, which AFT-Oregon helped to create. These leaders are already running for local education board positions. AFT-Oregon is proud to have five of our members serving in the Oregon legislature and we look forward to developing and supporting more as we increase our voice in the political and policy decisions that so greatly affect our members. Even when we do not have AFT-Oregon leaders running for election, we are working with locals to help support and elect pro-labor board members to their college boards, as we did at Southwestern Oregon Community College.

A record turnout of members met face-to-face with their representatives and senators at this year's Legislative Education Day in Salem. These members volunteered a day of their time to advocate for sufficient funding for a quality education, and to ensure that public education remains accessible to every student. They also reminded our legislators that any changes in education in this state have to involve faculty and staff.

A Voice in Education Policy

Through AFT-Oregon, your voice is heard on education policy in this state. Our leaders are at the table and voicing your concerns on how education is organized and carried out. We are currently supporting legislation to engage more faculty and staff on achievement compact advisory committees at colleges and universities, and also working to replace the current flawed compacts with something that is less regulatory, more collaborative, and more inclusive of faculty and staff at every step of the process. We are concerned by the proposal for autonomous boards for some of our universities, and we are fighting to ensure any board at any level in the university system includes faculty, staff, and students on it.

AFT-Oregon advocates with our coalition partners for increased funding for public education: the Quality Education Model for schools, the Post-Secondary Quality Education Model for community colleges, and increased funding for regional and research universities in the Oregon University System. We are advocating for affordable post-secondary education, for example with Local 3544's educator and student group LESS-T. We are also looking at promising initiatives, like Treasurer Ted Wheeler's bond proposal to immediately fund the Oregon Opportunity Grant for grants to low-income students, and in the long-term, to ensure affordable tuition rates at Oregon colleges and universities for everyone.

As we continue to work toward achieving our goals for fully-funded public education and the priorities for a quality, holistic education for all students, we have been able to influence key decision-makers and, so far, defend our system of education from excessive reforms and corporate influence. But we must remain active and vigilant; we must increase our strength against the ever increasing anti-union forces who work against us until we make it a land of opportunity and equality for all and not just the privileged few.

In the past few years, AFT-Oregon has become much more involved in many boards and workgroups in the state, ensuring that faculty and staff are active in the discussion surrounding changes in education. In addition to my service on the Oregon Education Investment Board, we currently have members on the following boards in Oregon: State Board of Higher Education, Emily Plec, Local 2278 (WOUFT); Higher Education Coordinating Commission, Rosemary Powers, Local 6200 (AAP); the Oregon Educators Benefits Board, Michael Cannarella, labor representative for Locals 2277 (PCCFFAP) and 3922 (PCCFCE); the Public Employees Benefits Board, Peter Callero, Local 2278 (WOUFT); and the Oregon Commission on Autism Spectrum Disorder, Mickey Pardew, Local 2278 (WOUFT).



AFT-Oregon David Rives with Leina'ala Slaughter, Vice Principal Secretary, Roosevelt High School. Slaughter is a member of Local 111 (PFSP), and one of the members Rives encountered while volunteering in the 2013 "Teacher for a Day" event.



At the state fair booth (From Left): Val Jack, AFT-Oregon Retirees President; Ted Wheeler, Oregon State Treasurer; Frieda Flint, Local 8035-R; David Rives, AFT-Oregon President; Caralee Angell, Local 2277 (PCCFFAP); and Everett Jack. (Photo courtesy Val Jack)

In the AFT, we are represented on the Program and Policy Councils for Higher Education (President Rives, Mara Williams, Local 3544 (GTFF) and Paraprofessional and School Related Personnel (Deborah Hall, Local 3922 (PCCFCE)). We have built a reputation as a credible voice for our members on the issues, and these positions help your voice to be heard in policy discussions affecting your workplace, and your students.

I am proud that AFT and AFT-Oregon have a long tradition of being pro-active and engaged in education and health policy.

We have made great strides during the last year and will accomplish even more in this coming year. AFT-Oregon is undergoing a transition with the departure of our long-time Executive Director, Richard Schwarz, and the hiring of our new Chief of Staff, Dave Cecil. I look forward to working with Dave to broaden the ways we work with local leaders and members.

In the coming year, I know we will continue to build our community engagement program to engage more members in our unions and our communities. We will create a new, improved Northwest Leadership Forum that will include all the affiliates of AFT in the region to help grow and support current and future leaders in our federation. I am confident that our organizing successes, the political activities of our members, and our forward-looking policy of engagement will help us continue to build a dynamic and vibrant AFT-Oregon.

AFT-Oregon welcomed some 2,800 new members, and one new Local thanks to two successful organizing campaigns. In addition, the National Federation of Nurses affiliated directly with AFT which expanded ranks to over 46,000 AFT members in Oregon.

AFT-Oregon welcomes U of O Faculty as newest Local

United Academics (AFT, AAUP), which represents faculty at the University of Oregon, is AFT-Oregon's newest Local. The union reached an agreement with administrators last spring to allow certification of their union, by the Employment Relations Board (ERB). The union, affiliated with both AFT and the American Association of University Professors (AAUP), includes more than 1,800 faculty, adjunct instructors, research associates and assistants, and post-doctoral scholars.

"This agreement and subsequent certification pave the way for UO tenure-related and non-tenure-track faculty – working together – to have a more substantive voice in refocusing our university



on the core mission of teaching and research," said Scott Pratt, Professor of Philosophy.

Faculty filed a clear majority of union authorization cards with the ERB in March, 2012.

The administration responded with a broad range of objections to the proposed bargaining unit, but subsequently dropped them.

"Faculty on the Organizing Committee

appreciate the UO administration's good faith effort to reach this agreement, avoid unnecessary delays, and move forward to our first negotiations," said Michael Dreiling, Associate Professor of Sociology.

Among the many Research 1 universities in the western United States, United Academics will be the largest integrated bargaining unit of tenure and non-tenure-related faculty.

"We now have the official means to negotiate and collectively bargain for better working conditions, transparency, and accountability. This will improve the learning conditions of our students," said Tina Boscha, Instructor of English.

National Federation of Nurses Affiliates with AFT

AFT influence in Oregon has taken another giant step forward with affiliation of the National Federation of Nurses (NFN). The agreement expands AFT ranks in the state to over 40,000 members.

"The NFN decision is a vote of confidence in the AFT as a voice for professionals," said AFT President Randi Weingarten. "The NFN is the largest independent union of nurses, and we are delighted they have chosen to become part of our family of shared interests and professional values. Over the last few years, our union has been through the crucible of recession-squeezed budgets and political attacks. But we have emerged stronger, and this partnership only adds to our capacity to work with the communities we serve."

The growth adds to the AFT status within the Oregon AFL-CIO as the largest affiliate. AFT overall ranks as the third largest union in the state.

NFN is currently comprised of 34,000 members in Oregon, Washington, Montana, and Ohio. Oregon Nurses Association represents 12,500 of those members. The affiliation agreement maintains the organization's autonomy and structure, and provides substantial resources for growth and development of the NFN's membership. NFN's constituents will continue membership in their state and national organizations, as well as in the American Nurses Association.

OSU Research Assistants choose CGE for second time!



LEFT PHOTO: In one campaign action, CGE members and supporters marched to the OSU administration building to deliver a chain of postcards to OSU administrators. The signed cards called for the OSU administration to voluntarily recognize RAs into the CGE bargaining unit. **RIGHT PHOTO:** Wren Keturi, Local 6069 (CGE) President was all smiles after an Employment Relations Board vote tally determined that OSU Research Assistants chose CGE as their union representative.

OSU research assistants have overwhelmingly designated AFT Local 6069, Coalition of Graduate Employees (CGE) as their union representative in an election conducted by the Employment Relations Board (ERB). Inclusion of research assistants doubles the CGE bargaining unit to some 1,700, covering all OSU graduate employees. Graduate employees teach and assist in teaching undergraduate and graduate courses and perform valuable research in science, engineering, humanities, and many other fields.

“This is a historic victory for graduate employees at Oregon State! For too long a significant number of graduate teaching and research assistants have been denied their rights as workers,” said Wren Keturi, Local 6069 (CGE) President. “This election affirms their rights as workers and affirms their choice for union representation,” she added.

Success comes after a protracted struggle for representation, and marks the second time these employees chose CGE. In 2012, a significant majority of the unrepresented OSU graduate employees designated CGE as their union representative. The union already represented most graduate employees at the university.

The OSU administration refused to voluntarily recognize the employees into the existing CGE bargaining unit, arguing that they were not public employees.



In celebration, CGE members and supporters burst into a chorus of “Solidarity Forever” in the ERB parking lot. (This and photo above by Matt Loewen, Local 6069)

On January 4, 2013, the ERB ruled that they were public employees and ordered an election.

In response to the argument raised by the University’s attorney that collective bargaining between the University and the petitioned-for graduate assistants would be difficult or impossible, the ERB wrote this: “... there is nothing in the record to indicate that what is working at the

University of Oregon would not work at OSU. Collective bargaining is a dynamic process that is suitable to a wide range of work environments.”

“It feels empowering to see the system work for the people,” said Bèatrice Moissinac, RA, Electrical Engineering and Computer Science. “This shows that with enough determination, a small group can work to make a better community for everyone.”

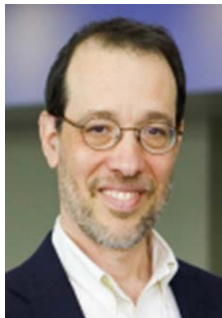
Members from around the state are making a difference through public service, either in the legislature, or by serving on a public board, or labor council. New to this growing list is Rep. Chris Gorsek, adjunct faculty at Portland State University, who is the latest AFT member to be elected to Oregon's State Legislature. Also added this year are members Bob Baldwin, Local 2417 (LCCEF) and Vickie Brumit, Local 3972 (SWOCCCF) who were elected as officers on their local labor councils.

AFT-Oregon Connections in Public Service

2013 State Legislature



SD 22 Senator
Chip Shields,
 Local 3571 (PSUFA)



HD 45 Representative
Michael Dembrow,
 former President
 Local 2277 (PCCFFAP)



HD-49 Representative
Chris Gorsek
 Local 3571 (PSUFA)



HD 33 Representative
Mitch Greenlick,
 founding member
 of Local 3571 (PSUFA)



HD 41 Representative
Carolyn Tomei,
 former member
 Local 2277 (PCCFFAP)

Serving on State Appointed Boards or Commissions



Oregon Education Investment Board
 David Rives,
 AFT-Oregon President



Oregon State Board of Higher Education
 Emily Plec,
 Local 2278 (WOUFT)



Higher Education Coordinating Commission
 Rosemary Powers,
 Local 6200 (AAP)



Oregon Commission on Autism Spectrum Disorder
 Michelle (Mickey) Pardeew,
 Local 2278 (WOUFT)



Public Employees Benefits Board
 Peter Callero,
 Local 2278 (WOUFT)



Oregon Educators Benefits Board
 Michael Cannarella,
 Locals 2277 (PCCFFAP) and 3922 (PCCFCE)

Local Board or Labor Council Positions



Lane County Labor Council, President
 Bob Baldwin,
 Local 2417 (LCCEF)



Southwestern Oregon Central Labor Council, Vice-President
 Vickie Brumit,
 Local 3972 (SWOCCCF)



Citizens Utility Board, Chairman
 Kelly Cowan,
 Local 3571 (PSUFA)

Making the difference in Election 2012

AFT-Oregon members turned out in force this election by volunteering and casting their votes. Over 91 percent of members voted in the 2012 general election. As a result, Oregon's 2013 Legislature boasts a majority in both chambers standing for a strong public education system, collective bargaining rights, access to quality health care and other issues members say are important. Members also donated their time for the Labor 2012 campaign to help "Get-Out-The-Vote." As reported by the Oregon AFL-CIO, AFT-Oregon members joined the many volunteers who knocked on over 115,000 doors, and made over 315,000 phone calls to ensure success in this election cycle.

Inspired by Democratic National Convention

AFT-Oregon Vice-President of Political Action Louise Currin, Jaime Rodriguez, Local 2277 (PCCFFAP), and Bing Wong, Local 5017 (OFNHP) were among those representing Oregon at Democratic National Convention (DNC), in Charlotte, North Carolina. Delegates to the DNC confirmed nomination of President Barack Obama and Vice-President Joe Biden for re-election.

"Attending DNC has been an amazing experience. I will definitely run [for Delegate] in four years. It was great to make new Oregon friends and meet wonderful people from all over the country," said Currin of her experience.

"President Obama during his acceptance speech declared this year's election as the clearest choice for a country that goes FORWARD with a shared prosperity for all and opportunities with equal access for all," said Jaime Rodriguez. "The theme of 'prosperity for all' continued throughout the convention in the various speeches from a host of public and business leaders and celebrities."

Sharing effects of budget cuts with legislators

"My introduction classes at the UO are so full, it's standing room only for many students," Jane Cramer, a professor in the University of Oregon Political Science Department told Sen. Lee Beyer (District 6) in a meeting during AFT Legislative Education Day (LED) on March 4, 2013, in Salem. Cramer was attending LED for the first time as a member of AFT-Oregon's newest Local, United Academics at the UO.

Jeff Ewing, a Graduate Teaching Fellow (Sociology) at the UO and VP Political Education, Local 3544 (GTFF), echoed Cramer's frustration over funding shortages and the effect on members and public education. "Lack of funding and rising tuition is used against us. The administration may agree to lower our graduate fees, but then argues that the decrease should count as a salary increase," he shared with Senator Beyer.

Ewing and Cramer were among the 200 participants who spent the day at the state capitol. Falling on the same day as the Budget Committee Co-Chairs' release of their proposed budget, the event gave members much to discuss with our elected officials.

Members from both AFT-Oregon and OSEA traveled from all corners of the state, to lobby legislators on the importance of stable education funding, and show their concern for the legislature's controversial proposal to cap PERS cost-of-living raises in order to increase funding for public education.



From Left: Senator Jeff Merkley with Louise Currin, AFT-Oregon Vice-President Political Action at the Democratic National Convention. (Photo courtesy Currin)



From Left: Sen. Lee Beyer listens to concerns of AFT-Oregon members Jeff Ewing, Local 3544 VP Political Education (GTFF), and Jane Cramer, United Academics, UO.



From Left: Local 4671 (HCU) members Carol Conner, President, and Linden Becker with Rep. Ben Unger and members of OSEA, Local 6732.

Where We Stand

2013 Joint Legislative Priorities

EDUCATION FUNDING

- **Support** public policy options that provide sufficient funding to ensure that the goals and requirements in the law can be met regarding quality, achievement and access to public education. Our members support funding of K-12 schools at the level determined by the Quality Education Commission as sufficient to meet the quality standards required in the law.
- **Support** state and federal funding levels sufficient to ensure that all eligible children may participate in Oregon Prekindergarten/Head Start.
- **Support** local control of school budgets, with districts retaining their ability to make budget decisions based on needs and priorities of local communities.
- **Oppose** legislative budget shifts or other proposals that would reduce the portion of available revenue that is appropriated to public education or would shift revenue between education sectors.
- **Support** providing school districts with the enhanced ability to raise local revenue for school operations.
- **Oppose** the diversion of public funds to private sector education programs, including tax credits, public funding of student vouchers or public funding of private schools.

K-12 EDUCATION

- **Support** policies that promote safe, healthy learning environments with fully-trained, high-quality career professionals serving the educational needs of students.
- **Support** providing schools and students with all the tools and support they need to achieve the quality education envisioned and required in the law.

- **Support** changes to the law that requires accountability in contracting out public sector work that strengthens the law and creates a fair method of its enforcement.
- **Support** the requirement that districts provide students with transportation to and from school in well-maintained school buses meeting current safety standards and driven by fully-trained professional school bus drivers.

POST-SECONDARY EDUCATION

- **Support** funding at the level determined by the Post-Secondary Quality Education Commission as sufficient to allow post-secondary institutions to offer a quality, affordable education to all Oregonians who wish to pursue higher education; and to provide training and skills necessary for our workforce.

CHARTERS AND ONLINE SCHOOLS

- **Support** local school district control of the establishment, funding and continuation of charter schools within the district.
- **Support** a statutory limitation that no less than 50 percent of the student populations of a charter school are residents of the school district.

REVENUE STABILITY AND ADEQUACY

- **Support** improvements to the tax system that increase its stability, adequacy and fairness, so that public education and other critical public services can be funded adequately and predictably.
- **Oppose** changes to the tax system that reduce revenue available to public education and other critical public services.
- **Oppose** additional diversion of lottery proceeds that reduces revenue available to education.

COLLECTIVE BARGAINING

- **Support** the rights of all workers to form a union and collectively bargain with their employers under the Public Employee Collective Bargaining Act (PECBA) or the National Labor Relations Act (NLRA).
- **Support** employee use of payroll deduction for transmitting union dues and supporting their union's activities and programs.
- **Oppose** any effort to restrict or repeal the rights of workers currently held in PECBA or the NLRA.
- **Support** repeal of the expedited bargaining process in PECBA, which provides employers an unfair bargaining advantage outside of the normal collective bargaining process.

WORKING FAMILIES

- **Support** a living wage for all workers.
- **Support** legislation to extend unemployment insurance benefits for part-time faculty and classified school employees during the summer and/or terms that they are not offered work.
- **Oppose** "pay for performance" or other salary schemes that base employee compensation on student assessment or subjective rather than objective criteria.
- **Support** equality in eligibility for unemployment insurance for all employees, regardless of employer.
- **Support** employer-provided education and training in the proper techniques to perform hazardous work without risk of injury to the employee, students or others.
- **Support** occupational safety and health laws that require employers to provide safe working environments and penalizes those who do not.

- **Support** employer-provided workers' compensation insurance that will provide high quality care and treatment of workers' injuries and provide adequate compensation for loss of work or ability.

RETIREMENT SECURITY

- **Support** a requirement that all employers providing public education services provide employees a retirement benefit that will allow career employees an income sufficient to meet their life needs after retirement.
- **Oppose** any changes to the current retirement plans that would result in higher employee costs or reduced retirement benefits.
- **Support** the availability of retirement counseling services to all retiring employees so they may make fully informed retirement decisions.
- **Support** removal of benefit restrictions associated with retirees working for PERS-covered employers.
- **Support** legislation that maintains and improves the oversight of PERS investments, prioritizing the protection of retirement contributions made by employees and employers as the highest level of consideration when making investment decisions.
- **Support** a fair and just retirement system that doesn't balance the budget on the backs of hard-working, middle class Oregonians who have dedicated their lives to public service.

HEALTH CARE

- **Support** establishment of a health care system that would provide access to affordable and adequate health care for all Oregonians.
- **Oppose** proposals that would reduce the access to or affordability of health care.

AFT-Oregon Additional Priorities

- **Support** on-site nursing staff in all Oregon schools to administer procedures for the health and safety of students, including diastat seizure protocol, insulin administration, feeding tube maintenance, bronchial tube care, catheterization and tracheotomy care.
- **Support** public policy options that provide sufficient funding to ensure that the goals and requirements in the law can be met regarding quality, achievement and access to post-secondary education. We support a quality affordable public post-secondary education that remains accessible to all Oregon families.
- **Support** the Faculty and College Excellence (FACE) campaign – ensuring parity in wages, benefits and compensation between part-time (also known as adjunct or contingent) faculty and full-time faculty; and establish salary and benefits for community college and university faculty, to recruit and retain skilled faculty and maximize student success.
- **Support** an affordable public post-secondary education system that remains accessible to all and a university system that is an integrated entity, blending research and instruction, in support of students in urban and rural settings. Further, maintain appropriate public oversight for university operations.
- **Support** funding and allocation formulas that truly support student success and reverse the trend toward adjunct and other contract employees.
- **Support** requiring healthcare facilities to provide a safe and healthy work environment. Estab-

lish reasonable and appropriate mandatory RN staffing ratios for hospitals and other health care facilities to ensure patient safety and quality patient care.

- **Support** working to retain nurse educators already in the profession, and increasing the resources to fund nursing education programs to address staffing shortages.
- **Support** equitable changes to election law to increase democratic participation; reduce voter suppression; and reduce the fraud and forgery in the initiative process by strengthening the initiative system by boosting enforcement of the law, invalidating signatures on petitions demonstrated to have been gathered illegally, and holding chief petitioners responsible for campaign compliance of the law.
- **Support** passage of laws prohibiting any form of discrimination to ensure all workers are entitled to discrimination-free workplaces and equal treatment outside their jobs. Support efforts to eliminate sexual harassment in all workplaces. Oppose efforts to weaken affirmative action in hiring and enrollment.
- **Oppose** any efforts by employers to circumvent paying fair benefits to employees by reducing their employment level below current standards.
- **Support** the engagement and input of faculty and staff in decisions regarding curriculum design and learning assessment, accountability systems and standards, and goals for student success.



Political and Legislative Action Network

AFT-Oregon members show their passion for education, health care and the union movement in their every day actions. Here are some of this year's accomplishments by members, either individually, or through Locals.



Molly Mayhead (Center), Local 2278 (WOUFT) at a fundraiser for the Monmouth Senior Center hosted by her event communications course. (Photo courtesy Mayhead)

Community Outreach

Local 2278 (WOUFT): Molly Mayhead, Local 2278 (WOUFT) past president and faculty member at Western Oregon University, is teaching students the importance of community outreach through her Communication and Event Planning course. This spring the class teamed with Friends of the Monmouth Senior Center for a silent auction fundraiser and raised \$8,631 to assist with renovation of the current facility. Local 2278 (WOUFT) served as one of the sponsors for the event, and members of AFT-Oregon Retirees attended the event.

"In the Mood," my Communication and Event Planning class fundraiser for the Friends of the Monmouth Senior Center, brought together WOU students, faculty and the Monmouth/Independence community in an unprecedented fashion," said Mayhead. "I was thrilled that several organizations, including our Local, helped to sponsor the event and make it a success."

Local 3544 (GTFF): Members raised \$1,500 for Food For Lane County at the fourth annual Great Cover Up, a fundraiser event featuring local bands covering songs of famous bands. Local 3544's health insurance company, PacificSource Health Plans, donated an additional \$500 at the Local's request. The Local donated \$200 to pay the cover for the 35 performers.

Local 3544 (GTFF) member Judith Lechner said, "It was a really great time. We had so many people from different departments come together and get to know each other. I am always amazed at the creativity and energy of our members. The Great Cover Up is such an excellent example of unions creating a spirit of community and solidarity."

Local 3571 (PSUFA): Adjunct Faculty at Portland State University garnered 174 books in a spring book drive to benefit the Children's Book Bank. The idea for the book drive came from members, as Local leaders were developing a Community Involvement Survey through AFT Leadernet in May. Some 45 percent of those responding to the survey said they would participate in a book drive.

"Given the reported disparity between middle income neighborhoods, in which there are 13 books for every child, versus low income neighborhoods, where there are 300 children for every one book, we felt it important to help the Children's Book Bank's efforts to address this gap," said Cammie Hering, Local 3571 (PSUFA) VP Membership.

In addition to two collection sites on the PSU campus, the Local also reached out to Local 111 (PFSP) who promoted the drive to members.



Dancers enjoy Local 3544's (GTFF) fourth annual Great Cover Up, a fundraiser for the Lane County Food Bank. (Photo courtesy Local 3544)

Education

Local 3922 (PCCFCE): Linda Timmins, was a recipient of Portland Community College's 2012 Bill Christopher Building Community Award. The award, created in honor of former Rock Creek President Dr. Bill Christopher's contribution to that campus, celebrates a Rock Creek employee who is improving the community. Examples include building connections between employees, working with students, working with the public, improving the environment, and actions which make Rock Creek a better place to work.

Here is what one colleague said about Linda: "Linda is a prime example of developing community at the Rock Creek Campus and beyond. She always has a smile on her face and is willing to take the time to talk with you. Linda also keeps everyone on campus informed about upcoming campus events. Her role in community education connects the college to the larger community as a whole. She also serves on the Unity/Community Committee where she assists in organizing campus community development events such as the Campus Potluck, Spring into Spring, End-of-the-Year BBQ and more. She is the epitome of developing community on and off campus."

Local 2277 (PCCFFAP): Teri Mills, longtime union activist and nursing instructor at PCC, won the regional 2012 Faculty Member Award from the Association of Community College Trustees (www.acct.org). "This is an amazing honor to be recognized when there are so many exceptional community college faculty in the Pacific Region, many whom have served as my role models. I am especially grateful to work in an environment that is focused on promoting student success and that encourages academic freedom," said Mills.

Bargaining

Local 4671 (HCU): Bargaining team members were successful in thwarting numerous concessions initially proposed by the Hillsboro School District (HSD) in latest three-year contract reached last June. Some of these proposals included eliminating some holidays as paid time; extending probation by three months for certain employees; and no across the board salary increases.

In a letter to members, the team explained, "The Bargaining Team believes this is a good agreement for all the classified employees. We felt it was extremely important that each classified employee be compensated for their dedication to the students and HSD."

Local 3972 (SWOCCCF): Classified Employees at Southwestern Oregon Community College reached a new three-year agreement after a more than year-long effort by bargaining team members to resolve issues with the college administration.

"It was a long hard battle, but we came out with an agreement that members can move forward with," said Vickie Brumit, Local 3972 (SWOCCCF) President and bargaining team chair. "Our biggest victory was restoration of steps in the salary schedule after 19 years—something we have strived for in the past several years, and an issue our members have wanted for a long time," she said.

Local 4754 (UECGCC) reached tentative agreement on a new three year contract for faculty and classified employees at the college. The deal comes after a year long step freeze for faculty.

"This was the first time in several years where the local bargained both contracts simultaneously and I think members are pleased with the result," said John Copp, Local 4754 President. "The college seemed to catch onto the benefits of joint bargaining as well."

Highlights include a salary increase in each of the three years in addition to step increases. An additional step was also created, beginning 9/1/2013, for the part-time faculty pay scale to help increase pay for senior part-timers closer to their full-time counterparts with equivalent seniority. The insurance fund for part-time faculty will also be increased by 7.5 percent per year for three years.



Teri Mills, Local 2277 (PCCFFAP), in Washington, D.C. (Photo courtesy Mills)



Local 3972 (SWOCCCF) was joined at a May informational picket by members of Local 3190 (SWOCCFT), Teamsters, SEIU, ILWU, ILWU Auxiliary, ILWU Pensioners, and others to support Local 3972 members' efforts to inform the community about their struggle to reach a new contract agreement with the college. Local 3972 (SWOCCCF) President Vickie Brumit was overwhelmed by the outpouring of support. "What an amazing show of solidarity!" Brumit said of the event. (Photo courtesy Local 3972)

AFT-Oregon Retirees



AFT-Oregon's Retiree Chapter was on the go in 2012 with an organizing campaign, toy drive, a union retiree picnic, and submission of a resolution to the AFT-Oregon and AFT conventions. The following are highlights for the chapter since the last convention.

Organizing

AFT-Oregon's Retiree Chapter continues to focus its efforts on organizing. Due to the nature of the work year for school employees, who make up the majority of AFT-Oregon members, the bulk of this effort comes during the spring. Local Presidents should expect to be hearing from the Retiree Chapter with requests for the names of retiring members and the possibility of visits to locals.

"In addition to making sure current Local leadership is aware of the Retiree Chapter and notifies members, our goal is to schedule 'meet and greet' meetings with retirees and soon-to-be retirees. These events give the retiree chapter leadership a chance to meet retirees on their 'home turf' to share what benefits are available, and encourage them to join the retiree chapter," said President Val Jack.

Events and Toy Drive

The Retiree chapter has made the Union Friends Picnic an annual event. In 2012, retirees from many unions attended this event at Laurelhurst Park in Portland. Burgers, hot dogs, salads and desserts, as well as chatting with friends under the trees, and making friends with Furby (an Old English Sheepdog) made for a relaxing day. The "Union Friends" theme was also expanded to include the annual Holiday Potluck Lunch. Hosted by OSEA retiree Jay Osborne, this well-attended event gathers and donates many toys to Labor's Community Service Agency's Presents from Partners Toy Drive. As always, working the booth at the Oregon State Fair is a part of summer.

President Jack attended the AFT Convention in Detroit, as well as the AFT Retiree Conference preceding the convention. A highlight was speaking on the floor of the convention to address issues relating to retirees and see a resolution pass into AFT policy that began with the AFT-Oregon Retiree Chapter.

Special Guest Speakers

Vice President Claudella Walland, secured speakers with a wide range of expertise such subjects as Paul Ryan's "Vouchercare" plan, the Road Scholar Program (formerly Elder Hostel), Personal Safety, "Spams and Scams," and information on Advance Directives.

AFT-Oregon's Retiree Chapter welcomes retirees from all AFT Locals around the state. Meetings are monthly in Portland. For more information about the Chapter, or to forward names of newly retired members, email to: retireepres@aft-oregon.org.



Top Photo: Leanna Hakala received a Northwest Labor Council award for Outstanding Support in 2012; Middle Photo: With Sen. Ron Wyden were (From Left) Scott Blau, retired mail carrier; Leanna Hakala; Joan Miller, retired machinist; Val Jack, Retirees President; and Nellie Fox Edwards, retired UFCW. Bottom Photo: Retirees during the annual holiday party. (Photos courtesy Jack)

Your state federation has maintained its solid financial footing over the past year, weathering an uncertain economy, public funding instability and transition to a new per-capita structure.

I'm pleased to report that we've maintained a secure financial status while meeting the ordinary and extraordinary demands facing the state. The financial stability supports AFT-Oregon's work continuing to align our operations and programs to meet important goals in our long-term strategic objectives.

I have been helped in my Treasurer responsibilities by my many years experience on the Executive Council which prepared me with a broad perspective on the financial management and needs of the State Federation.

AFT-Oregon's financial health is reflected in our 2012 financial audit. It showed general fund expenditures of \$1,918,795 for the fiscal year and general fund income of \$1,882,923 -- a slight drop from the previous year of \$1,898,875 -- generated from net percapitas, AFT grants and assistance, service contracts, and reimbursements (including a significant reimbursement from the AFT Defense Fund in the ongoing civil racketeering lawsuits against Bill Sizemore organizations).

The most recent audited financial statements are included with this report. That includes the Fiscal Year ending June 30, 2012 income and expense statements, balance sheet and designated funds. Designated funds include Building, Defense, and Solidarity Funds.

Our budget covering the year also reflected support from our national organization to allow us to step up on issues of vital importance and achieve program success on behalf of our members.

My work as Treasurer was assisted by two staff-- our recently

Treasurer's Report



Ruth Kosto
AFT-Oregon Treasurer

retired Executive Director, Richard Schwarz, who assisted with financial management of our resources, long-term projections and analysis, and budget development; and during the last fiscal year, Associate Director Administration April Martinez, who handled day-to-day work with receipts, disbursements, financial reporting, mentoring Local treasurers, and assisting many with their Local percapita processing, all lending to our successful audit.

Since January, 2013, I've been assisted by Sarah Sevey in the position of AFT-Oregon Financial Assistant. Her exemplary skills and diligence have lent to a smooth transition among staff in our day-to-day financial activities. She is assisted by Cadie Conser, Data Technician, in processing incoming percapita reports.

I look forward to working closely with our newly hired Chief of Staff,

David Cecil, who took the position in March in the weeks preceding the Convention.

Their work allows the Executive Council's Executive Committee to focus on the critical areas of policy and planning. As Treasurer, I serve on the Executive Committee which includes the President, Executive Vice-President, Secretary and Vice-President Political Action. The Committee was evolved by the Executive Council with its responsibilities for budget recommendations, financial oversight and policy recommendations to the Executive Council. A major challenge for the State Federation this year was implementation of a completely revised percapita structure which required redesign of forms, and revision of internal systems to accommodate the changes. That included going an additional step of creating and implementing an on-screen, fill-in form for percapita reporting. The structure was developed with an eye to restructuring, not raising percapita, though the effect required changes in a base rate to meet the objective.

A huge Oregon revenue gap for funding public services continues to plague those services leading us to continue to operate within our current means as long as these financial uncertainties continue. Even so, the Executive Council adopted a very slight deficit (-\$1,704 (-0.09%)) budget for AFT-Oregon Fiscal Year 2012-13; so close as to be essentially a balanced budget. The budget supports our long-term strategic intent through 2020 and our strategic focus for the next four years on external and internal organizing, progressive control of school and community college boards, shaping public policy, and sustaining a healthy and vibrant union.

Our financial condition keeps on the path to consistent and continuous success in fulfilling our ongoing State Federation mission.

AFT-Oregon Balance Sheet
June 30, 2012

ASSETS	General Fund (Undesignated)	Solidarity/ PAC Funds (Designated)	Building/ Defense Funds (Designated)	Total
Current Assets:				
Cash	\$775,235	\$313,522	\$78,659	\$1,167,416
Accounts receivable	144,867	17,161		162,028
Prepaid expenses	<u>3,016</u>			<u>3,016</u>
Total Current Assets	\$923,118	\$330,683	\$78,659	\$1,332,460
Property, Furniture, Equipment, at cost:				
Building and improvements	595,323			595,323
Land	79,590			79,590
Furniture, equipment, software	138,010			138,010
Capitalized equipment leases	14,093			14,093
Accumulated depreciation	<u>(253,901)</u>			<u>(253,901)</u>
Net Property, Furniture and Equipment	\$573,115	0	0	\$573,115
Intangible Assets, at cost:				
Loan costs	11,204			11,204
Accumulated amortization	<u>(6,331)</u>			<u>(6,331)</u>
Net Intangible Assets	\$4,873	0	0	\$4,873
Total Assets	\$1,501,106	\$330,683	\$78,659	\$1,910,448
LIABILITIES AND NET ASSETS				
Current Liabilities:				
Accounts payable, payroll tax payable,	21,826			21,826
Accrued expenses	<u>92,440</u>			<u>92,440</u>
Total Current Liabilities	\$114,266	0	0	\$114,266
Longterm debt, net of current portion above:	333,089			333,089
Total Liabilities	\$447,355	0	0	\$447,335
Net Assets, unrestricted	\$1,053,751	\$330,683	\$78,659	\$1,463,093
TOTAL LIABILITIES AND NET ASSETS	\$1,501,106	\$330,683	\$78,659	\$1,910,448

AFT-Oregon, AFT, AFL-CIO
Statement of Revenue, Expense and Fund Balance
For the Year Ended June 30, 2012

Revenue:	General Fund (Undesignated)	Solidarity/ PAC Funds (Designated)	Building/ Defense Funds (Designated)	Total
Percapita income	\$1,626,466		\$5,519	\$1,631,985
AFT grants and assistance, convention, reimbursements, interest earned, conference and workshop, other	206,339			206,339
Building fund support revenue			\$12,000	12,000
Service contract	50,118			50,118
Solidarity/PAC receipts		\$279,208		\$279,208
Total Revenue	\$1,882,923	\$279,208	\$17,519	\$2,179,650
Administration and governance:				
Executive council, conventions and conferences, and office of the president	209,172			209,172
Executive Director, administrative staff, dues, fees, contributions and professional fees	255,106			255,106
Total Administration & Governance	\$464,278			\$464,278
Operating Expenses:				
Office operations, building operating, bldg. fund support, equipment, postage and shipping, printing and copying, phone	251,987			251,987
Interest paid, amortization, retirement liability, depreciation, bank charges, misc.	93,567			93,567
Office staff, field, political action, communications, program staff	686,340			686,340
Legal expense	52,443			52,443
Communications expense	81,106			81,106
Leadership development	31,937			31,937
Assistance projects, coalitions, awards program, member identity items	292,428			295,563
Total Program Services	\$1,078,617			\$1,078,617
Other Expenses:				
Scholarship Program	3,135			
Solidarity, Building, Defense, PAC	(38,426)	\$116,926		\$78,500
Total Other Expenses	(35,291)	\$116,926		\$81,635
Total Operating Expenses	\$1,918,795	\$116,926		\$2,035,721
Increase (decrease) in net assets from operations	(35,872)	\$162,282	\$17,519	\$143,929
Fund balance, 6/30/11	\$1,089,599	\$168,401	\$61,164	\$1,319,164
Interfund transfers	\$24		\$(24)	-
Fund balance, 6/30/12	\$1,053,751	\$330,683	\$78,659	\$1,463,093

Report of Executive Director



AFT-Oregon Executive Director, Richard Schwarz retired on March 1, 2013, after a distinguished 34-year career with AFT. During his 24-year tenure as Executive Director, he oversaw the state federation's ascent from a small union in financial dire straits, to today's status as the third largest union in Oregon. The following is a report from his final year with AFT-Oregon.

After 24 years serving as Executive Director, I can say with some confidence on my retirement: We're Number One.

Crunching the numbers after two more milestones in March, 2013 points AFT representation in Oregon at just over 46,000. Those milestones include an election victory expanding Local 6069 (CGE) by more than 700; and the affiliation with AFT of Oregon Nurses Association, National Federation of Nurses, with some 12,500 members. Those 24 years included the addition of six Locals, with one forming and charter still pending (University of Oregon faculty).

Growth and expansion over the years resulted from merger of school districts, required by 1995, in Hillsboro (with a new election) and John Day (without an election). Local 3432 (WVCCF) had expanded to three bargaining units at three different employers; Locals 2277 (PCCFFAP), 2278 (WOUFT), 2417 (LCCEF), 3544 (GTFF), and 3972 (SWOCCF) and expanded through accretion elections.

Changes, however, included the return of charters in three Locals that were established before collective bargaining, but never achieved representation and were maintained by only a handful of individuals. The thin margin on which many small child care employers operate saw the disappearance of two of those units from Local 3432.

It wasn't easy. Financial circumstances saw the departure of nearly all the staff before the decision to establish the position of Executive Director. When I arrived, there was a secretary and a 0.6 FTE Field Representative. That put me in the field to bargaining as many as nine contracts at a time while developing the state operation, working to eliminate debt and striving to establish and staff legislative, political action, communications and leadership development programs and staff them. I'm happy to say AFT-Oregon long-since achieved that and much more.

I recall adding to a list of proposed objectives in an effort at strategic planning in the first few months after taking the newly created position, that "nothing moves in Oregon without checking with AFT first." Some thought it a bit whimsical. It was based on something an old-timer had described to me of the one-time stature of the local labor council in a large Midwestern city where I was previously based. He said city and county leaders usually sought the views of the labor council on issues they faced before acting. It said to me two things: (1) it's possible for labor to reach a stage



PHOTOS: Top Left, Schwarz at his staff retirement lunch in February, 2013. Lower Left: Schwarz at his desk in the 1990s. At Right: During the mid-1990s (From Left) were Katherine Schmidt, Local 5017; Schwarz; U.S. Senator Ron Wyden; Lily O'Rielly, then AFT-Oregon President; Debbi Covert, then AFT-Oregon Executive Vice-President.

where its influence leads instead of reacts; and (2) success is fleeting if it fails to attend to those things that helped it reach that level.

Example: While AFT has grown tremendously, neighboring Idaho became a "Right-To-Work" state. Along the way so went Oklahoma. Then collective bargaining representation became an annual renewal event in Florida, and was essentially gutted in Wisconsin. And, only months ago, Michigan went "Right-To-Work."

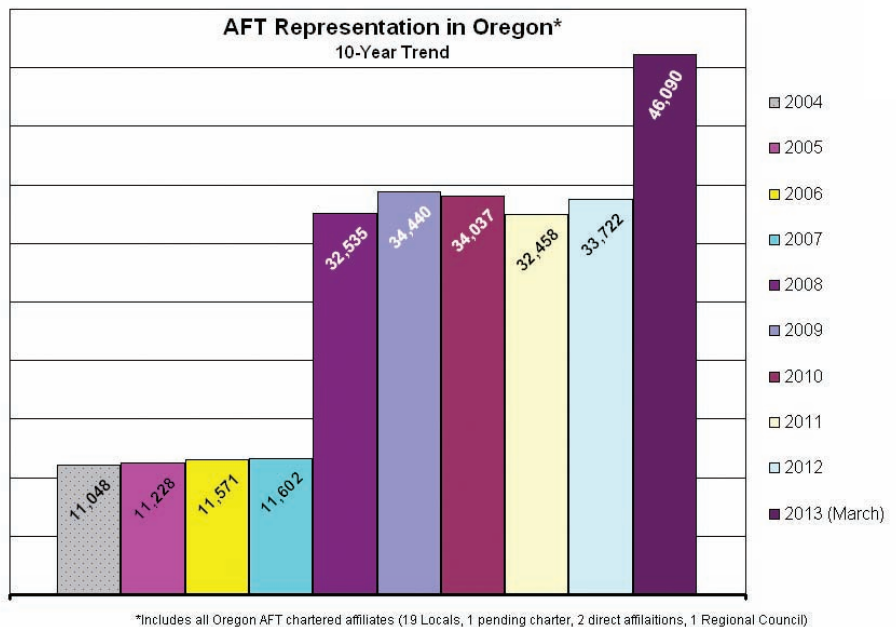
It's easy to perfunctorily decry these developments. It is another to recognize and organize to withstand such attacks. There are now three initiative petitions filed for 2014 that range from the variations on the perennial attack on payroll deduction of dues for public employees, to pure "right-to-work."

That's where a state federation is critical. While a Local's sphere of influence primarily is with the employer, local community and local labor council, the State Federation is the united front for the common interests of each and all – like organizing the program and resources to battle these initiatives. Even AFT Local 2, United Federation of Teachers representing New York City teachers, staff and public health nurses, and the largest local union in the world, has said it cannot influence its state legislature on its own without the state federation.

Continuity, informed by the long history in meeting past challenges to learn to withstand the next, is routinely interrupted in favor of the internal or external issue of the day. Reacting and attacking, whether it's the Local employer and representatives, city, county or state representatives, the Governor, Legislature, or government, the Local itself and its leaders, other Locals or the State Federation may bring some instant gratification among a few. But it is no long term recipe for institutional integrity, effectiveness and survival. There is nothing that serves the opponents of organized labor more than internal bickering, makeshift alliances and yesterday's irritation from a supervisor at work, by not getting our individual way on something, or from disagreement with the actions or decisions by a leader or leaders in union.

I've learned these attitudes persist and are a great distraction and consumer of energy. I know from being target and victim of anti-union consultant in my first days as union member and activities in another profession. I've seen in among the more than a thousand leaders I've had in leadership development training programs throughout the country. Overcoming these tendencies may be the steepest learning curve in the union. Otherwise, old issues will recycle. Little will be learned from organizational history and experience.

Reaching the pinnacle takes focus, energy and reliable resources. Keeping balance and maintaining a stance on that point takes all that and more.



Thank you for the opportunity to serve as the first Executive Director, and the support in seeing the organization through to the top.

A quick summary of AFT-Oregon achievements since the last annual report includes:

Communications. *A comprehensive program of communications to the highest level of member, local, public awareness and education*

- Transitioned to new stateweb platform for better organization and transmission of news for members; assisted Locals in introduction and use and/or transition
- Added new, high speed, high memory computer to better handle video production; and full-feature editing software all to better manage videos, including extracting and cutting those produced by resources such as the Legislature's audio/video service covering member participation in hearings

Leadership Development. *Active leadership with high level of skills and competencies and comprehensive development programs*

- Produced second annual AFT Northwest Leadership Forum jointly with AFT Washington
- Exploring Northwest Regional Union Leadership Institute by AFT with Northwest affiliates
- Produced annual Issues in Collective Bargaining Conference on developments under Patient Protection and Affordable Care Act; and Mandatory reporter status extension to all education employees
- Produced annual Winter School drawing record turnout and participation

Organizing. *Complete program of internal and external organizing*

- Card check recognition for AFT-AAUP

joint representation for University of Oregon faculty

- Accretion election Local 6069 (CGE) with addition of graduate research assistants

Political Action.

- Primary and General election programs contributed to restoring favorable majority in Oregon House
- Developed tier level decision tools for candidate recommendations
- Coordinated AFT in Oregon participation in Special General Election
- Received AFT support for temporary staff to organize and encourage member participation in Special General Election Advocated for AFT-Oregon and achieved appointments to boards and commissions

Public Policy. *Inform, shape and define Public Policy*

- Worked successfully to amend ballot title on 2014 anti-union Initiative Petition (IP2)
- Adopted "Student Success - A Statement of Principles - Advancing Cooperative Interests in the Oregon Zero through Twenty Education System;" distributed to Governor and staff, all Oregon Legislators; all Locals and AFT; and OEIB; used as basis for analyzing and advocating on education issues in 2012 Legislative session
- Joined Single Payer Coalition
- Supported PTA staff addition to expand education stakeholder participation statewide
- Continued racketeering lawsuits to prevent manipulation of ballot initiative process; prevailed at Court of Appeals on previous Contempt rulings

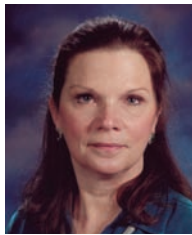
The numerous programs and activities of AFT-Oregon are implemented by staff. Staff work is organized reflecting both programs and functional needs of the organization. With the number of staff compared to the level of activities generated by needs at both the Local and State levels, each staff person carries additional responsibilities in functional areas along with their primary assignment to further all activities.



David Cecil
Chief of Staff



Shannon Brett
Director of Political
and Legislative Affairs



Karen Bartholomew
Field Coordinator



Cadie Conser
Data Technician



Kristen Fitzpatrick
Secretary



Kate Gonsalves
Political Action
Organizer



Susan Miller
Member Benefits
Representative



Eben Pullman
Field Coordinator



Sarah Sevey
Financial Assistant



Jillian Smith
Assistant Director
Communications



Leah Webster
Secretary

Administration and Finance

General operation of the State Federation is under the direction of the Chief of Staff, who advises the Executive Council and its committees, assists in policy formulation, manages the finances and budget, assigns and directs staff, and develops and implements programs under the policy direction of the President and Executive Council.

Administration and Finance includes monitoring and coordinating all programs and functions; administering general and political action funds; personnel and labor relations; data processing and support; planning, scheduling and coordinating conventions and conferences; processing percapita reports and assisting local treasurers; and maintaining all records and reports.

Communications

Produces *Federation News*, a magazine publication circulated bimonthly to all members; bi-weekly *e-letters*, including *LeaderAction*, circulated to Local leaders, and *PoliticalAction* circulated to all members; and periodic *e-letters* including *TakeAction* for notifications of upcoming actions and events, and *AFT + You*, sent quarterly to Local leaders.

The Communications Department also manages the website and facebook page, handles public relations and provides editorial and literature assistance to projects, field services, and organizing activities.

Education and Training

The program provides Local and leadership development in skills and knowledge; produces annual conferences, as well as numerous customized training programs, planning and program development as requested by Locals.

AFT-Oregon staff is called upon to assist as instructors and trainers with Locals and State Federations throughout the union.

Field Services and Organizing

Delivery of efficient and effective services guides the variety of activities of the Field Coordination program. Its activities include meeting specific requests for assistance from Locals including project development; contract negotiations; arbitrations and labor board cases; Local program planning and development; leadership training and organization development; organizing and representation activities; and other related activities.

Member Benefits

The AFT+ Member Benefits program provides a Local resource to obtain information and discounts on many reliable services and financial protection options for AFT members and their families. This program also provides education to our Locals on how to use the AFT+ Member Benefits in membership recruitment, or organizing campaigns to attract new members.

Political and Legislative Affairs

This program includes representing members' interests before the Oregon Legislature by working with coalitions including unions, social and public service organizations; lobbying for legislation that is beneficial to Locals and members; and working with the AFT on national issues. Additional activities include the coordination of AFT-Oregon political activities at the state level and assisting Locals in the development of political action programs.

AFT-Oregon in Transition

The State Federation has undergone numerous changes since the 2012 convention.

Robert Wagner, Director of Political and Legislative Affairs for the past decade, accepted a position in PCC's Government Relations department. April Martinez, Associate Director of Administration left her position of 21 years and moved to Colorado. And, more recently Richard Schwarz retired after 24 years as AFT-Oregon Executive Director.

AFT-Oregon welcomed Shannon Brett as the new Director of Political and Legislative Affairs; Cadie Conser, Data Technician; and Sarah Sevey as the new Financial Assistant. David Cecil, a longtime representative at Local 3544 (GTFF), who also helped to organize faculty at the UO, joined the staff last fall as Labor Relations Specialist. More recently, he was hired into the newly created "Chief of Staff" position.

In addition to new staff, AFT-Oregon has sold the building at 7035 SW Hampton, in Tigard and will soon move its state federation office to a newly purchased and renovated building at 10028 S.W. Capitol Hwy., in Portland.

Kate Gonsalves, AFT-Oregon Political Organizer and her husband Adam welcomed a son, Malcolm Isaiah Gonsalves, on October 2, 2012.

AFT-Oregon Welcomes David Cecil as Chief of Staff

David Cecil, AFT-Oregon's new Chief of Staff, brings over 13 years as a union leader and staff member in AFT Local 3544, Graduate Teaching Fellows Federation in Eugene, and more recently as AFT-Oregon Labor Relations Specialist.

"AFT-Oregon welcomes David Cecil and the energy and ideas he brings as Chief of Staff. He is a valued member of the AFT-Oregon team, and will work to strengthen the voices of our members in the labor movement and in our communities," said AFT-Oregon President David Rives.

AFT-Oregon's Chief of Staff directs and coordinates AFT-Oregon programs and operations, reporting directly to the President, and directing staff for implementation of the organizational mission, programs and policies reflecting organizational objectives and goals. AFT-Oregon chose this new direction with the retirement in February of Richard Schwarz, who served 24 years as AFT-Oregon Executive Director.

"I'm excited because there's a lot of potential in AFT-Oregon," said Cecil. "The Labor movement is at a crucial point in its history. And, the way to be successful in growing the union is to have active Locals with mem-



bers who understand the value of their union, not just in the workplace, but in the community as well. I'm committed to helping AFT-Oregon Locals and members strengthen our union, and the movement as a whole."

Cecil, who joined Local 3544 (GTFF) in 1999 as a Graduate Teaching Fellow in the History Department, said he found his union calling after serving on a bargaining team. "I learned through that experience that I really enjoyed representing members across the bargaining table from the employer, and knew I wanted to make it a career," he said.

He served as an officer in his Local until 2002, when he applied for a staff position. As Organizer for Local 3544, Cecil was instrumental with helping members build a vibrant and active union. In 2011, he took a leave of absence from his position to work on the successful United Academics at University of Oregon organizing campaign, AFT-Oregon's (and AAUP) newest Local, which now represents 1,800 faculty at the UO. Recently, as AFT-Oregon Labor Relations Specialist, he assisted UA in efforts to achieve a first collective bargaining agreement with the administration.

Executive Council in Action



President
David Rives
Local 2277, PCCFFAP



Executive Vice-President
Belinda Reagan
Local 111, PFSP



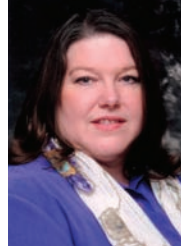
Secretary
Rodger Gamblin
Local 2417, LCCEF



Treasurer
Ruth Kosto
Local 3662, SFCE



Vice-President Political Action
Louise Currin
Local 111, PFSP



Vice-President
Vickie Brumit
Local 3972, SWOCCF

The Executive Council is established by the Constitution with instructions to “carry on all the business affairs of AFT-Oregon.” It is comprised of all the elected officers of the State Federation. Three additional non-voting, liaison seats are designated for the principle officer of the state retiree chapter, and AFT Locals in Oregon who are not required to be affiliated with the State Federation.

The Council exercises this authority through regular meetings six to eight times a year and by setting policy and program direction through resolutions, program budgeting and other decisions for implementation by Executive Staff.

The Council’s authority includes setting policy; adopting a budget; participating in AFT and other affiliate conferences and programs; recommending Constitution and Bylaws amendments and policy resolutions to the annual Convention.

The Council also receives reports and recommendations from staff on activities such as membership service; organizing; field services; leadership education and training; legislation; political and legislative affairs; Local activities and business operations.

Officers are elected biennially in odd-numbered years during Convention and serve two-year terms, commencing July 1. Officers must be members in good standing of an affiliated Local in good standing.

Not more than two members from a single Local may simultaneously serve on the Executive Council.



Vice-President
John Copp
Local 4754, UECGCC



Vice-President
Kelly Cowan
Local 3571, PSUFA



Vice-President
Ed DeGrauw
Local 2277, PCCFFAP



Vice-President
Deborah Hall
Local 3922, PCCFCE



Vice-President
Bryce Peake
Local 3544, GTFF



Vice-President
Larry Reaney
Local 3922, PCCFCE



Vice-President
Katie Stofer
Local 6069, CGE



Vice-President
Steve Wojcikiewicz
Local 2278, WOUFT



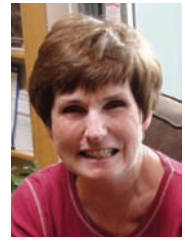
Vice-President
Joel Yoder
Local 4671, HCU



Liaison
Val Jack
AFT-Oregon Retirees



Liaison
Tim Stoelb
Local 6732, OSEA



Liaison
Elex Tenney
Local 5017, OFNHP

Below are actions by the AFT-Oregon Executive Council since the last convention.

At its November 16, 2012, Meeting, Benson Hotel, Portland, the Executive Council:

Approved minutes of the June 9, 2012 and September 22, 2012 Executive Council meetings.

Heard President Rives' update, including continuing development in public policy on achievement compacts in education. He advised that development of a post-secondary Quality Education Model (QEM) is being proposed. AFT-Oregon submitted Cheri Maas' name as a nominee for OEBC. Maas is a member of Local 3922 (PCCFCE), and past officer of American Association of Women in Community Colleges (AAWCC). Peter Callero, Local 2278 (WOUFT) was re-nominated for a second term on the Public Employee Benefit Board (PEBB).

Administered the Oath of Office to VP Copp who was appointed at the September 22, 2012 meeting.

Noted Treasurer's financial reports included in packet for month ending October 31, 2012. Thirteen Locals had not paid percapitas for October, with two Locals two months in arrears, one Local three months in arrears, and five Locals four months in arrears. The estimated total due was \$81,180.42. Income and Expense Statements included for two months actual for the General, Building, Defense, and Solidarity Funds for Fiscal Year 2012-13.

Heard Executive Director report including: OTUEF civil racketeering lawsuits. Oregon Court of Appeals decision released November 8, on Contempt II and III, rejecting Bill Sizemore appeals. The Federal Court case was dismissed October 23, 2012.

Leadership Development Program. Issues in Collective Bargaining conference drew 17 registrants from six locals. Amy Clary, Associate, AFT Research and Strategic Initiatives Department; Rep. Michael Dembrow, House Education Committee, Joshua Benjamin, Department of Human Services, and David Cecil, AFT-Oregon Labor Relations Specialist made presentations.

Organizing. Local 6069 (CGE). The ERB heard oral argument October 22, 2012 on AFT-Oregon objections to an Administrative Law Judge's Recommended Rulings, Findings of Fact, Conclusions of Law and Order were issued August 27. A final ERB decision is pending. AFT support for temporary organizer positions concluded October 31.

General Election Program. Temporary positions for the AFT-Oregon get-out-vote (GOTV) program concluded November 6. Costs are being reconciled for submission to AFT for reimbursement. Program member communication costs are estimated at about \$9,400.

Administrative issues. FY 1112 Financial Audit and FY 1112 Agency Fee Audit. Larry Byers, Byers & Hurlburt, LLC, who conducted the audits attended to explain and answer any questions of officers on the audits. There were no problems with the financial controls or management.

Annual Financial Reports and Returns. A limited power of attorney was provided Byers & Hurlburt to deal directly with an IRS notice of missing 990 for FY ending June 30, 2010 for AFT-Oregon Candidate PAC. Required reports were filed. Current reports are being filed by their deadlines.

Building purchase. AFT-Oregon has proposed receipt of a credit of \$34,230 from seller for repairs against the \$795,000 purchase price, reducing the price to \$760,770. Financing is being developed on a 15 year term, at rate of 4.97 percent and monthly payment of \$4,169.52.

Staffing changes. A Financial Assistant position (.6 FTE), primarily for processing receipts, payables and bookkeeping was posted internally and externally.

Local 5017 Relationship Agreement. Regional Director is facilitating meetings with the Local President, AFT-Oregon President and Executive Director over status of agreement.

Contributions. Total contributions through November 2, 2012 were \$5,500. The Fiscal Year contributions total was \$5,500. The budget balance for FY 2012-13 was listed as zero and was corrected to -\$500.

Heard Director of Political and Legislative Affairs report summarizing general election activities and results. Focus of 2012 General Election plan was on union member-to-union member contact at the doors, on the phones, and in the mail in targeted state legislative; AFT assistance for temporary staffing of 10 FTE, shared between AFT-Oregon and Local 6732 (OSEA). Hired 14 temporary, half-time positions from September 24, through November 6, 2012.

Convened Executive Session from 2:01 p.m. to 3:43pm to discuss personnel and legal matters. Executive Committee submitted its report updating unfair labor practice filings and related issues. AFT-Oregon is represented by Gene Mechanic, Esq. Reconvened meeting at 3:54 p.m.

Heard Liaison Jack announcement that she had met with leaders of Local 5017 (OFNHP) and they were receptive to participation of retirees in AFT-Oregon Retirees Chapter.

Absent: Treasurer Ruth Kosto; VPs Kelly Cowan and Katie Stofer; and Liaisons Elex Tenney, President, Local 5017 (OFNHP); and Tim Stoelb, President, Local 6732 (OSEA).

At its September 22, 2012, Meeting, Mill Creek Inn, Salem, the Executive Council:

Approved minutes of the July 19, 2012 and August 22, 2012, Special Executive Council meeting.

Received e-mail letter of resignation of July 31, 2012 from VP Bromley from her position as Vice-President effective July 31, 2011.

Noted thank you letter from Oregon Fair Trade Campaign for contribution in support of its program.

Noted President Rives activities report.

Appointed to vacancy in office of Vice-President from resignation of VP Bromley. Names submitted in advance for consideration included John W. Copp, President, Local 4754 (UEGCC); Devin E. Hunter, VP Communications, Local 4671 (HCU); Kevin A. Weitemier, Member, Local 6069 (CGE). Copp and Weitemier each submitted written statements in advance. Name submitted at the meeting was Charlotte Schuster, Member, Local 4671 (HCU). Each candidate present was addressed the. Copp was unable to attend. Copp communicated with several officers in advance expressing his interest.

Heard AFT Convention Report from Rives, ranking delegate, and Stofer, delegate, who advised the Council of business and actions of the Biennial Convention, including numbers of AFT-Oregon Locals and delegates attending, caucus meeting and breakfast provided by AFT-Oregon for Oregon delegates, action on resolutions submitted by AFT-Oregon, and highlights of delegates from Oregon addressing convention on the resolutions.

Continued on Page 22

Executive Council Action: Continued from Page 21

September 22, 2012, Meeting continued

Noted Student Success Workgroups Initiative. Rives proposed establishment of Local achievement compact workgroups and invitation to participate in state program. Participants would help to draft an AFT-Oregon statement with recommendations on achievement compacts for submission to the OEIB.

Noted Convention Follow-up. The resolutions booklet distributed to each Local and to each delegate seated at the convention, in addition to the Council since the June 9, 2012 meeting.

Noted that Executive Director provided, in response to a request related to Resolution No. 2012-34, a listing of availability and distribution of Executive Council and committee agenda, minutes and financial reports.

Noted Treasurer's financial reports included in packet for month ending August 31, 2012. Fifteen Locals had not paid August percapitas, with five Locals two months in arrears, one Local three months in arrears, and two Locals four months in arrears. Estimated total was \$29,770.

Approved VP Political Action recommendation to make funds available for donation of up to \$10,000 to Future PAC, and up to \$5,000 to the Senate Democratic Leadership Fund. Funds to be distributed on recommendation of staff with approval of VP Political Action and President. Also, contribution for Richard Baldwin's candidacy for Supreme Court.

Heard Executive Director, including:

Organizing. University of Oregon. AFT continues fund organizing project and staffing, including expectation for continuing annual support from AFT-Oregon until chartering. AFT and AAUP are in extended discussions over dues and related budget-expenses. Local 6069 (CGE). AFT is supporting through October the two temporary AFT-Oregon organizer positions. AFT-Oregon has expended \$104,850 on the program September 1, 2011 through August 31, 2012, not including state staff costs. AFT reimbursement support covered \$37,755.

General Election Program. Temporary positions are being hired for the get-out-vote (GOTV) program and will commence September 24 though the November election week. AFT is providing.

Building purchase. The seller accepted an offer of \$795,000 from AFT-Oregon for the purchase of the property at 10028 S.W. Capitol Highway, Portland.

Staffing changes. The Data Technician position (.6 FTE), and Labor Relations Specialist position (1.0 FTE) have been filled.

IRS Filings. The IRS withdrew penalty and reimbursed AFT-Oregon \$29,500 for late filing for FY 2009-10. Annual financial and agency fee audits are being completed.

Results of Resolutions forwarded to AFT Biennial Convention. The report listed resolutions forwarded from AFT-Oregon that were adopted or amended and adopted by the AFT Biennial Convention including: "Resolution Opposing Voter-Suppression Laws" (No. 2012-22); "Fostering Young Labor Leaders within AFT-Oregon and AFT National" (No. 2012-15); and Security and the Federal Budget Deficit (AFT-Oregon Resolution No. 2011-2), and Social Security and the Cost of Living (AFT-Oregon Resolution No. 2011-3). Five others were pending at the close of the convention and expected to be addressed by the AFT Executive Council.

Contributions. Since the last meeting a contribution of \$500 was made to Oregon AFL-CIO in support of its State Fair Booth; and \$1,000 to Oregon Fair Trade Campaign as determined at the June 9, 2012 meeting. Total contributions through August 31, 2012 were \$1,500. The budget balance for FY 2012-13 was \$3,500.

Approved contribution of \$4,000 for Oregon Center for Public Policy in support of its research on public policy related to taxes, work and families.

Authorized support for AFL-CIO program for voter education and turnout in Clackamas County.

Absent: Treasurer Ruth Kostko; VPs Kelly Cowan, Deborah Hall and Larry Reaney; and Liaisons Elex Tenney, President, Local 5017 (OFNHP); and Tim Stoelb, President, Local 6732 (OSEA).

At its August 22, 2012, Special Meeting via phone, the Executive Council:

Toured building for sale at 10228 SW Capitol Highway, Portland, immediately before undertaking the business of the Special Meeting.

Heard Building Committee report and recommendation regarding purchase of a new building to house AFT-Oregon. The Committee visited two sites selected by the President and Executive Director after reviewing some 20 properties and visiting about six with the assistance of Realtors from Cushman and Wakefield. Committee recommended taking steps with the realtors toward purchase of the property at 10228 S.W. Capitol Highway to meet AFT-Oregon office space needs. The property is owned by the bank and listed, after several reductions, at \$849,000. It is approximately 5,850 square feet of space on two floors, compared to the approximately 3,400 square feet in the current office location.

Adopted Political and Legislative Affairs Committee recommendations including: Candidates: Support category assignments of Secretary of State: Brown (2); State Treasurer: Wheeler (3); BOLI Commissioner: Avakian (2); HD28 Barker (2); HD21 Clem (5); HD27 Read; HD(5); HD32 Boone (6); HD38 Garrett (5); HD41 Tomei (5); HD57 Smith (4); HD58 Jenson (4); HD9 McKeon (4); HD10 Gomberg (3); HD12 Lively (3); HD15 Olson (5); HD22 Komp (5); HD29 Unger (2); HD30 Gallegos (2); HD34 Harker (5); HD36 Williamson (4); HD37 Hostica (2); HD46 Keny Guyer (4); HD47 Vega Pederson (4); HD48 Reardon (4); HD49 Gorsek (2); HD51 Fagen (3); HD54 Hovekamp (2); HD19 Kyle (5); HD26 Wakkila (5); SD14 Hass (5); SD18 Burdick (5); SD25 Monnes Anderson (2); SD5 Roblan (2); and SD17 Steiner Hayward (3).

Ballot Measures. Opposing Measure 79 which would prohibit real estate transfer taxes and fees; and Measure 84 which would phase out existing inheritance taxes on large estates, and all taxes on intra-family property transfers; and Supporting Measure 85, a constitutional amendment allocating the corporate "Kicker" refund to K-12 public education funding.

Contributions from Solidarity Fund: \$1,000 to AFT COPE; contribution of \$1,000 to Emerge Oregon Annual Dinner; \$100,000 to the AFT-Oregon Issue PAC to make funds available to the appropriate coalition in support of Measures 79 and 84, and in opposition to Measure 85.

Absent: Secretary Rodger Gamblin; Treasurer Ruth Kostko; and Vice-Presidents Vickie Brumit, Bryce Peake, Katie Stofer; and Liaisons Val Jack, President Local 8035R. Elex Tenny, President, Local 5017 (OFNHP), and Tim Stoelb, President, Local 6732 (OSEA). One VP seat was vacant.

At its July 19, 2012, Special Meeting, Mill Creek Inn, Salem, the Executive Council:

Executive Council Action: Continued from Page 22

August 22, 2012, Special Meeting continued

Heard Executive Committee report that they met in response to a United Employees Guild (UEG) presenting issues in the matter of Executive Director's staff relations and management; and an Unfair Labor Practice charge filed with the National Labor Relations Board (NLRB) over communication between employees and UEG representatives and the President and Executive Director. Liz Joffe, Esq., McKanna Bishop Joffe & Arms, LLP, explained NLRB charge.

Convened Executive Session from 5:04 p.m. to 6:55 p.m., to review personnel and legal. Reconvened special meeting at 6:55 p.m.

Adopted Executive Committee recommendation to wait for disposition by the NLRB of the pending charge; Executive Committee will meet again to decide process to foster communications with staff.

At its June 9, 2012, Meeting, Mill Creek Inn, Salem, the Executive Council:

Approved minutes of the April 13, 2012 Executive Council meeting.

Heard President Rives report including reminder of September 30, 2012, deadline for statewide organizations to submit comments on achievement compacts OEIB; and highlights of his participation in the AFT Health Care, Paraprofessional and School-Related Personnel (PSRP) and Higher Education divisions annual conferences. He also advised of AFT-Oregon Locals participating including: Local 3922 (PCCFCE), 4671 (HCU), and 6732 (OSEA) at PSRP; and Locals 2277 (PCCFFAP), 2278 (WOUFT), 3544 (GTFF), 3922 (PCCFCE), 6069 (CGE), and United Academics at Higher Education

Noted Treasurer's financial reports included in packet for month ending May 31, 2012. Twelve Locals had not paid percapitas for the month of May, with four Locals two months in arrears, one Local six months in arrears, and one Local thirteen months in arrears. The estimated total due was \$76,619. Income and Expense Statements included for 11 months actual for the General, Building, Defense, and Solidarity Funds for Fiscal Year 2011-12.

Adopted VP Political Action's recommendation that the Executive Council direct the Political and Legislative Affairs Committee to make a final recommendation for the General Election for Attorney General.

Heard Executive Director report, including:

Organizing. University of Oregon. Supervisory issues voluntarily resolved and ERB certified the dual affiliated United Academics as the exclusive representative of a unit of some 1,800 tenured, tenure- and non-tenure track and part-time faculty at the U of O. Representatives of AFT (and AFT-Oregon) and AAUP have begun discussing assistance. Local 6069 (CGE). Hearing commenced May 31, over the addition of primarily graduate research assistants to the bargaining unit. The employer objection that the proposed additions are not "public employees." Early Learning Alliance. The program is being concluded. Membership is dwindling and much of the activity is around training rather than recruitment.

Staffing changes. Long-term Associate Director Administration and Finance April Martinez ends employment with AFT-Oregon June 15, 2012. The Director of Political and Legislative Affairs vacancy has been filled. Interviews are being conducted for Data Technician (.6 FTE), and Labor Relations Specialist (1.0 FTE). Additional postings are pending for positions of financial assistance (.6 FTE), and administrative assistance (1.0 FTE).

Program changes. AFT+ member benefits program is undergoing administrative shift to the AFL-CIO Union Plus program. AFL-CIO will administer the program and vendor relations. All current programs are expected to continue under the AFT+ brand.

Resolutions forwarded to AFT Biennial Convention and Oregon AFL-CIO. Seven convention resolutions included instruction to adjust for submission to the AFT Biennial Convention, and six to the AFL-CIO Convention. The next AFL-CIO Convention will not be until 2013. The full list is in the report.

AFTCN Awards. Awards announced after distribution of the meeting material by the AFT Communicators Network. AFT-Oregon received three: one first (cover photo), one second (Political Action digital publication), and one third place (news story).

Contributions. Since the last meeting a contribution of \$250 each was made to Oregon Center for Public Policy; and \$175 to Northwest Oregon Labor Council in support of its 2012 Labor Day picnic. Total contributions through May 31, 2012, were \$4,925. The budget balance for FY 2011-12 was \$75.

Executive Committee. The committee presented reports recommending salary adjustments for executive and management employees, and the President. Details on salary development for management and executive positions shared in Executive Session

Convened Executive Session to discuss Management and Executive Contracts. Council reconvened at 12:50 p.m. and resumed its regular meeting.

Adopted Executive Committee proposed Fiscal Year 2012-13 budget. The budget reflected estimated income of \$1,981,610, and proposed expenses of \$1,983,352 for the next year, reflecting a slight deficit. Net Unencumbered Assets (cash position) is sufficient to cover the deficit. The budget included the executive and management employee salary adjustments, and President salary adjustment.

Noted Political and Legislative Affairs Committee report on action in five Senate and 24 House district campaigns.

Absent: Liaisons Elex Tenney, President, Local 5017 (OFNHP) and Bonnie Luisi, President, Local 6732 (OSEA).

At its April 13, 2012, Meeting, Sunriver Resort, Sunriver, the Executive Council:

Approved minutes of the February 4, 2012 Executive Council meeting.

Noted solicitation from CAUSA for support of Zocalo Night event, June 22; Pride at Work for program in negotiations of LGBT-inclusive contracts; Thank you from Southwestern Oregon Community College Foundation for 50th anniversary commemorative brick. Letter from Local 6069 (CGE) regarding access to percapita information.

Noted Treasurer's financial reports included in packet for month ending March 31, 2012. Eleven Locals had not paid percapitas for the month of March with two Locals two months in arrears, one Local four months in arrears, and one Local thirteen months in arrears. The estimated total

Continued on Page 24

Executive Council Action: Continued from Page 23

April 13, 2012, Meeting continued

due was \$103,482. Income and Expense Statements included for nine months actual for the General, Building, Defense, and Solidarity Funds for Fiscal Year 2011-12.

Noted Secretary Gamblin reported tally of ballots on President's delegate committee assignments for 2012 Convention. Assignments were approved. He also reported tally of ballots from Director of Political and Legislative Affairs request for approval of Solidarity Fund expenditure for convention drawing activity. Request approved. Tally reports included in written report.

Adopted VP Political Action report to authorize Political and Legislative Affairs Committee under the Council's policy should be able to make final determinations for AFT-Oregon recommendation and candidate category for contested races in the May, 2012, Primary Election.

Adopted VP Political Action report that the Executive Council should recommend re-election of Secretary of State Brown; State Treasurer Wheeler; and Bureau of Labor Industries (BOLI) Commissioner Avakian.

Heard Executive Director report, including:

Organizing. Petition filed for accretion of some 750 positions to the current unit represented by Local 6069 (CGE). ERB separated questions of use of card check for accretion from regular procedure and is processing latter. The employer is objecting because, in part, the additional grad employees were not "public employees" as that term is used in the Public Employee Collective Bargaining Act. Hearing and determination are pending. University of Oregon. Card check petition filed March 13, for unit of about 1,900 faculty including tenured, tenure-track and non-tenure track full-time and part-time positions.

AFT Defense Fund. An 11th amended application submitted for January 1, through December 31, 2011, costs totaling \$50,283. Total cost through 2011 was \$766,404. Through 2011, AFT-Oregon received \$358,905 from the AFT Defense Fund.

Convention Orientation Webinars. For third year, orientation webinars conducted for Sgts.-at-Arms, resolutions committees chairs, and the credential and elections committees in advance of the convention.

AFT Solidarity Fund receipt. AFT-Oregon has received quarterly AFT Solidarity Fund contribution for October through December, 2011, in the amount of \$15,545.70. Total for Fiscal year 2011-12 to-date is \$48,196.

Filings of annual reports. The IRS has notified AFT-Oregon of a late penalty for Form 990 for June 30, 2011, for both its regular return and for the Candidate PAC. The respective penalties were \$1,500 and \$300. A request to waive the penalties submitted because IRS site stopped accepting electronic filings.

Heard Director of Political and Legislative Affairs report on Legislature 2012 session summary. Reported on Primary Election Candidate recommendations with Tiers 2 and 3 status report.

Heard Convention Committee report summarizing convention participation showing 15 Locals registered with credentials submitted for 105 Delegates and 33 Alternate Delegates. Total banquet attendance was expected at 150. The Convention office will be located in the Fireside Room of the Great Hall.

Noted Scholarship and Awards Commission written update on scholarships and awards. There were 19 applications for scholarship awards, including seven for the Megel Scholarship, seven for Shanker Scholarship, and five for Gold Scholarship. Awards to be presented include: Political Action Advocacy; Membership Achievement; and Local Anniversary.

Reviewed resolutions referred to Convention Constitutional Amendments Committee. Legal opinion noted. Resolutions with effect of limiting or changing powers, authority or responsibilities identified in Constitution or Bylaws determined out of order as untimely amendments and/or procedurally defective. Distinction between amendments and resolutions discussed. Misunderstanding or knowledge of procedures cited as possible reasons for submission in form used. Current procedure for submission reviewed. *M/S/P* to appoint committee to review current rules for submitting amendments and resolutions.

Absent: Vice-Presidents Kelly Cowan and Steve Wojcikiewicz; Liaisons Elex Tenney, Executive VP and Acting President, Local 5017 (OFNHP) and Bonnie Luisi, President, Local 6732 (OSEA).

AFT-Oregon Scholarships and Awards Honor the Best

During the 2012 Awards ceremony, Locals were honored for membership and political action. Also recognized were anniversaries for Local 2277 (PCCFFAP) for 40 years; Local 3571 (PSUFA) for 35 years; and Local 6020 (AFTOCUE) for 15 years.

2012 Awards (for the year 2011)

Political Action Awards

Local 6200 (AAP): Highest Percentage Increase in Voluntary Individual Contribution
Local 6200 (AAP): Highest Numerical Increase
Local 2278 (WOUFT): Highest Number of Voluntary Contribution
Local 2278 (WOUFT): Highest Average Contribution
Local 2278 (WOUFT): Highest Total Contribution

Membership Awards

Numerical Growth

Local 2277 (PCCFFAP)
Local 6069 (CGE)

Percentage Awards

Local 3432 (WVCCF)
Local 6069 (CGE)

100% Voluntary Membership

Local 3432 (WVCCF)
Local 3662 (SFCE)



From Left: Theresa Huff, Local 3662 (SFCE) President accepts award on behalf of her Local for 100% Voluntary Membership from presenter Belinda Reagan, AFT-Oregon Executive Vice-President.

Brooke Jacobson, Local 3571 (PSUFA) President holds a recognition plaque for the Local's 35th anniversary.

Scholarships

Carl J. Megel

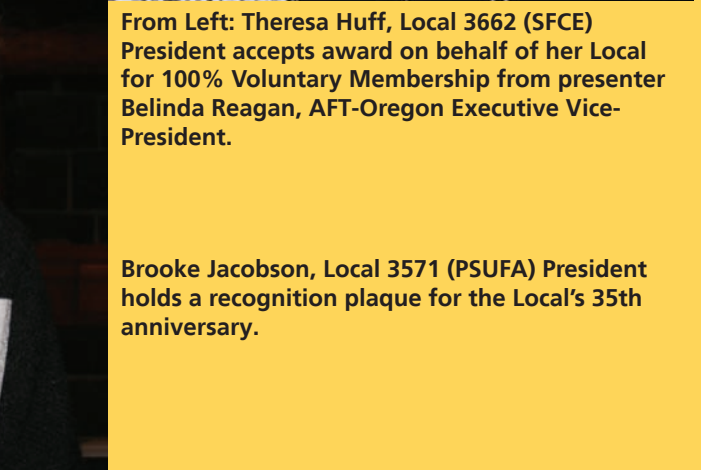
Ulysses Duckler, son of Lori Lieberman, Local 111 (PFSP). Ulysses has won awards with the speech and debate team of Wilson High School and plans on majoring in bioengineering.

Albert F. Shanker

Melanie Koren, daughter of Paul Koren, Local 3571 (PSUFA), and Margaret Redfern, AFT Local 5017 (OFNHP). Melanie is an English major with premedical coursework at Wesleyan University. She would like to pursue a career in geriatric or internal medicine.

Shirley J. Gold

Bryce Peake is a member of Local 3544 (GTFF), and currently serves as an AFT-Oregon Vice-President. He is earning his Ph.D. from the School of Journalism and Communication at the University of Oregon.



Bryce Peake, Local 3544 (GTFF) member and AFT-Oregon Vice-President was recipient of the Shirley J. Gold Scholarship. Peake shared that he is the first in his family to graduate from high school. He is currently pursuing a Ph.D. from U of O's School of Journalism and Communication.

