

Welcome back to **The Bottom Line**, our Local's contract negotiations newsletter! This issue covers the April 18 negotiation session.

What happened at the April 18 session?

Team AFSCME was very pleased that Management came with a lot of proposals on April 18. Highlights of their proposals include:

- Remove the option for the union to be involved on your behalf in complaints about disrespectful work environments, workplace violence, and sexual harassment, and discrimination based on a state or federally-protected class.
- Limit the number of people on AFSCME's negotiation team to four (not a good option for a diverse bargaining unit with people in seven different departments).
- Restrict the number of stewards per department to three (currently, the limit is one steward per 14 employees).
- Ensure that casual staff cannot automatically become union-represented by working 1,040 hours or more in a year.
- Restrict the union from taking a grievance filed due to an oral or written to binding arbitration.
- Limit the accrual of overtime and compensatory time by not allowing approved leave to be counted as part of the overtime calculation.
- Require anyone who has availability for callback in their job description to respond to requests for callbacks at least 50% of the time or be disciplined.
- In the event of a reduction in force, only allow "bumping" into another position within the affected department.
- Allow probation to be extended for up to 3 months (especially helpful if someone had to have a leave of absence during their probation period).
- Eliminate the requirement for your supervisor to allow you to use floating holiday time to cover taking half of Christmas Eve or New Year's Eve off.
- Remove the requirement that Spanish language proficiency be eligible for bilingual pay, allowing the City to solely define which languages are eligible.
- Require anyone who is receiving bilingual pay to perform translation duties upon request. Failure to do so could result in loss of eligibility for bilingual pay.
- If bilingual proficiency is listed as a requirement in a job description (thus receiving the highest level of bilingual pay), the City can remove this requirement at any time without notice and without any option to grieve their decision.

Because management provided a number of proposals touching on so much of the contract, Team AFSCME only submitted one proposal:

- Require the City to pay the full cost of any physical exams required to maintain a Commercial Drivers License (CDL), if a CDL is required for your position (the City currently only reimburses \$120 of the cost).

As you can see, many of Management's proposals aim to limit, remove or restrict some of our current contractual rights and protections. However, remember that this is just Management's opening wish list, so don't panic. Team AFSCME will be working hard to make sure there is movement from the rather extreme positions Management started with.

What is the current negotiation session schedule?

The next session will be on Friday, April 27; this session will be the last chance either side will have to open sections of the contract for changes. Future sessions are scheduled for May 16 and May 22. We'll notify you as more sessions are added.

Help still wanted!

Help Management remember that Team AFSCME isn't just the people at the table; we represent all 220+ members of our proud union family! Here's how:

- **Friday, April 27, 11:30 am – 1:30 pm:** We invite you to stop in during your lunch time at a rally at the City offices in support of a fair contract. Bring your AFSCME lunch sack, wear green, and have lunch on us – Team AFSCME will be there to answer questions and get your feedback.
- **Any negotiation session:** Visit the negotiation sessions during your non-work time (i.e., breaks or outside of your regular work schedule) and check out the process. Sessions usually start at 8:30 am and are held at the Madison Avenue Meeting Room.
- **Join the Action Team:** The Action Team works on ways to keep everyone engaged with the negotiation process AND remind Management that Team AFSCME is NEVER alone when we're at the table. More people are always welcome to help plan and execute the good times ahead! It's a fun way to meet more Corvallis AFSCME people (free child care can be made available if that's a barrier to participating). Contact RuthRose Hennessey at hennesseyre3@gmail.com and volunteer!

Stay up-to-date

Here are a few ways to get the latest news – and share feedback too! Have a question, need support, or want to cheer a success or share a concern? Here's how:

- **Online:**
 - Web: www.afscme2975.org
 - Facebook: www.facebook.com/afscme2975
 - E-mail: cor2975@gmail.com
- **Contact a member of Team AFSCME directly:**
 - Adam Womack, Carlos Lopez, Shilo Anway (alternate), and Tim Bates (Public Works)
 - Bonnie Brzozowski (Library)
 - Luke Cotton (IT)
 - Jon Pywell (alternate) and Natalie Summerlin (Parks & Recreation)