

EMERALD ADVOCATE

AFSCME Local 1724

December 2009

Winter Edition

UPCOMING EVENTS:

- **General Meeting—**
Dec 8th 5:30 PM
- **Arbitration: AFSCME vs. City of Eugene: Contract Violation Article 11**
- **Arbitration: AFSCME vs. City of Eugene: Wrongful Termination for Union Activities**

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City of Eugene—Contracting Out...

Who's next? In addition to the implemented mandatory furloughs put upon the membership by the City's Executive Team, AFSCME's custodial members are threatened with the contracting out of 10 regular, full-time positions at the Library.



Contracting out not only costs living wage jobs, hiring unskilled temporary workers to supplant our work will ultimately cost the taxpayer (us!) more.

The Union has been in talks with the City regarding the contracting out of these union members' jobs. Additionally, AFSCME strongly opposes the City's efforts to undercut the negotiated and agreed upon family wages of our members.

We met Monday, November 9, with the assistance of Em-

ployment Relations Board Mediator Bob Nightingale. The City asked for time to consider some "what if..." proposals offered by the mediator.

We scheduled further mediation on December 1st, but hope to meet again with management once they are prepared to respond. If we fail to have a resolution through mediation, our contract calls for a 30-day fact-

finding period followed by a 10-day report back and 20-day "cooling off" period before the City can implement contracting out these jobs.

Today it is the custodial workers in the Eugene Public Library.

Could your job be next?

We're on the Web!
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Arbitrator for AFSCME vs City of Eugene Selected

Contract Violation: Layoffs

in-



Arbiter Luella Nelson has been selected to hear our case against the City for violating our Contract by implementing mandatory furloughs. We attempted to schedule the arbitration hearing in November but the City opted for a later date. The new date for the hearing is Dec 22nd. Jason

Weyand, AFSCME attorney, will be handling the case. The hearing could last 2-3 days and then the arbiter has 30-days to provide a written response.

We are asking that the contract language regarding layoffs be upheld. Layoffs, as defined by the contract in Article 11,

include any reduction in hours or temporary or permanent separation from employment. We believe the City has failed to follow the contract language and additionally is supplanting union jobs with temporary workers, also a violation.

Arbitrations have kept your union Leadership busy. Protection for your rights comes with Union Membership!

UPDATE: Arbitration-AFSCME vs. City of Eugene Wrongful Termination, President Troy Kreger

AFSCME 1724 President Troy Kregers' Arbitration was held November 17 & 18 with an additional day scheduled on Dec 9 to finish the final testimony. The Union believes Troy was disciplined largely for doing the activities required of Chief Steward and President of our union required by contract.

tantly disregard the law and violate our rights to organize and represent the membership. Additionally, there is an Unfair Labor Practice charge pending with the City at the Employment Relations Board through the State of Oregon.

We stand behind you, President Kreger!!!

These protected union activities include representing our members and protecting the contract. We cannot afford to allow any employer to so bla-



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AFSCME Family Scholarships! Now Accepting Applications

Looking for financial support for college?

Each year the AFSCME Family Scholarship Program provides as least 10 \$2,000 scholarships to high school seniors that will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time course of study. The scholarship may be used for any field of study.

[Download the brochure and application now.](#) [204k PDF]

Are You Eligible?

To be eligible, you must:

Be a graduating high school senior in 2010

Be a daughter, son or financially dependent grandchild of an active or retired AFSCME member.

OFFICERS:

PRESIDENT	Troy Kreger
VICE PRESIDENT	Gary Gillespie
CHIEF STEWARD	Don Easton
TREASURER	Don Lefkowitz
RECORDING OFFICER	Deanna Kreger
CORRESPONDENCE OFFICER	Cindy Clarke
AT LARGE	RaudeL Perezchica, Martin Lewis, Wendy Beck

Be an applicant to an accredited college or university and subsequently accepted as a full-time student in a four year degree program.

How to Apply

To apply, you must meet all eligibility requirements as identified above. Make sure your complete application, with all support documentation (essay, transcripts, letters of recommendations, SAT or ACT scores, proof of AFSCME membership, etc.), is mailed together in one envelope, **POSTMARKED NO LATER THAN DECEMBER 31, 2009**, to:
AFSCME Family Scholarship Program
Attention: AFSCME Advantage
1625 L Street, N.W.
Washington, DC 20036

If you have any questions, please call AFSCME International at (202) 429-5066.



\$2,000 Annual Scholarships Available for AFSCME families!

...\$2,000 each year for a maximum of four years...



Get the Facts! Union 101:

How many union members are there in the United States?

About 15.4 million, 11.5 million of whom belong to unions affiliated with the AFL-CIO. To connect to your union's website, visit our [links](#) page. Your union's site will include union facts and history, news and information for members and guidance on joining the union.

Are unions still important to working people today?

Unions are as important as they ever were—because corporations are just as dedicated to their bottom line, regardless of the consequences for workers. The nature of work in America is changing. Employers are trying to shed responsibilities—for providing health insurance, good pension coverage, reasonable work hours and job safety protections, for example—while making workers' jobs and incomes less secure through downsizing, part-timing and contracting out. Working people need a voice at work to keep employers from making our jobs look like they did 100 years ago, with sweatshop conditions, unlivable wages and 70-hour workweeks.

What is the AFL-CIO?

The American Federation of Labor-Congress of Industrial Organizations (AFL-CIO) is the voluntary federation of America's unions, representing 11.5 million members, including 3 million members in Working America, its new community affiliate.

The AFL-CIO was formed in 1955 by the merger of the American Federation of Labor and the Congress of Industrial Organizations. Get the union facts.

What are the AFL-CIO's legislative or policy priorities?

The AFL-CIO educates union members about issues that affect the daily lives of working families, and encourages them to make their

voice heard for a government that works for working families. We make sure members have the latest union facts and news on workers' rights.

Our priorities include creating family-supporting jobs by investing tax dollars in schools, roads, bridges and airports; improving the lives of workers through education, job training and raising the minimum wage; keeping good jobs at home by reforming trade rules, reindustrializing the U.S. economy and redoubling efforts at worker protections in the global economy; strengthening Social Security and private pensions; making high-quality, affordable health care available to everyone; and holding corporations more accountable for their actions.

What is the AFL-CIO's political program?

The AFL-CIO and [affiliate unions](#) mobilize union members at the grassroots level. We encourage union members to register to vote. We also research working families' concerns about current issues, and put together information showing where candidates for all levels of elected office stand on those issues. Through networks of volunteers and activists, we get the word out to union members in every part of the country about the political and union facts they need to make informed decisions in the voting booth. The AFL-CIO also offers training for union members who want to become more involved in political life by running for office themselves.

Do unions tell their members how to vote?

Many national unions, central labor councils and state federations—as well as the AFL-CIO—endorse candidates for office and let their members know why they believe the endorsed candidates would do the best job for working families. But no one can tell union members how to vote—that's up to each individual.