

# Oregon AFSCME Local 189

## **BARGAINING UPDATE 7**

This session we brought forward our total economic package. In alignment with our Bargaining Platform, our proposals addressed compensation that promotes the ability to thrive in the communities we serve, and incentives that support working fully in person, hybrid, and remotely.

Our package includes:

- A new framework for the standard work week that takes into account the time and cost of working in-person. Our proposed framework **would maintain wages and benefits** but reduce work hours based on time in the field or office. That means even if you work a 32 hour week your pay and benefits would be calculated at 40 hours.
  - Fully in person - 32 hour workweek
  - Hybrid - 36 hour standard workweek
  - Remote - 40 hour
- A minimum 3.5% COLA with no cap for three years
- Targeted adjustments to address pay equity issues, including in shared classifications

You can see our full proposals and the City's proposals at our website  
[www.AFSCME189.org](http://www.AFSCME189.org)

The City is consistently messaging that they are not willing to invest in front line staff. An organization with a six billion dollar budget is not broke. Our leadership is choosing to prioritize upper management positions and pet projects instead of focusing on what Portlanders want - services and staffing that promote a safe Portland for everyone, including their employees, to live work and play. It's up to us to change their minds.

**We're Getting Organized.**

**Join us to get involved in our campaign to win a fair contract.**

**Virtual - Member Listening Sessions**  
**Wednesday, September 11th at 6pm**  
**Thursday September 12th at Noon**

**Member Action Team Meeting**  
**Thursday September 18th**  
**525 NE Oregon Street**  
**6pm-8pm**



**Questions? Reach out to Bargaining or MAT members or Council Representative**  
**Karly Edwards**