

Oregon AFSCME Local 189  
**BARGAINING UPDATE 8**

## **Management Proposes Altering Seniority for Layoffs Introduces Potential for Selecting Favorites**

In our last session the City proposed changing our Layoff language to alter how bumping works. Their proposal would take feedback from the Director of Human Resources in consultation with the Bureaus, rather than hire dates and seniority, to decide if they are qualified for moving into other available positions. The outcome will be employees with much more seniority would be vulnerable to layoffs while less senior staff could be hand chosen to keep their positions - without a fair or equitable process. We know layoffs are terrible, and no one wants to have this happen to themselves or our co-workers, but having a fair and equitable process that eliminates favoritism is important to make sure these decisions are not made targeting specific people. While this language doesn't specify classifications, and could happen to anyone, we know Management is specifically interested in having the right to hand pick layoffs of Business Systems Analysts (BSA'S).

**BSA's deserve the FULL rights and protections of our contract.**

Read the full proposal and give your thoughts and comments to your MAT Captain/Chapter Chair. We need to hear from YOU about how to respond to this drastic proposal from management.

**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 19th**  
**525 NE Oregon Street**  
**6pm-8pm**



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