

# Oregon AFSCME Local 189

## **BARGAINING UPDATE 14**

### **Making Progress**

At this week's bargaining session we reached Tentative Agreements on Articles 33, 35, 36 and 38; the Professional Development Fund, Discipline, the Grievance Procedure, and the Savings Clause. To indicate how serious we are about getting a contract, we also made a big move to modify our in-person proposal, Article X. Modifying a proposal means coming down from a previously held position on an existing proposal. Our current proposal compensates our time for in-person and hybrid work with paid lunches, additional personal days, and stronger language for remote work.

Unfortunately, management did not come with the same spirit of showing they are serious. In addition to resisting any economic improvements, management insists on cuts to our current overtime processes and additional job security through contracting out.

November 19th is our last scheduled session before mediation and we are hopeful to continue to make progress so that we can narrow our conversation to any remaining economic items. We expect to create our final proposal in December.

See all our proposed changes and management responses on our website  
[www.afscme189.com](http://www.afscme189.com)

**Thanks to everyone who attended our last Practice Picket!**  
**We had 60 participants, including other unions and city council candidates.**  
**Rain or shine, we are ready to stand up for ourselves and our future!**

**Union leaders will be learning Picket Captain skills by joining striking Benton County workers next week. Reach out to your Member Action Team if you are interested in joining this event by Monday, November 11th.**

