



OREGON AFSCME

6025 E. Burnside Street • Portland, OR 97215
503-239-9858 • 800-792-0045 • Fax 503-239-9441
www.oregonafscme.org

Nov. 8, 2018

To county commissioners and Chair Kafoury:

I started as an on-call Juvenile Custody Services Specialist at the Donald E. Long juvenile facility in May of 1995. For 18 years, I worked two jobs with Portland Public Schools and in detention consistently –everyday, including evenings, overnight shifts, and weekends – until my retirement from PPS in 2014. For those 18 years, I only missed one two-week paycheck from the county. I feel proud that I was able to work so that my colleagues could take time off during sick time and to be with family. Needless to say, I had at times neglected my own.

The county had a written policy that on-call and temporary staff would be paid at least Step I pay. For the first 12 years being on-call, I was happy to make Step 1 pay and time-and-a-half for all holiday pay. As county budgets decreased and we, not being represented at the bargaining table, on-call staff's Step 1 pay gradually decreased and finally we were paid about two dollars less than Step 1. Holiday was taken away as well as COLA and premium pay.

In 2013, 72 on-call staff decided to petition to the county to join AFSCME Local 88. We mobilized staff to do this because it was an issue of equity. Equal work, equal pay. All of us but one signed the union cards.

The county did not object to our petition and voluntarily agreed to recognize us as part of the Local 88-6 bargaining unit alongside regular status JCSS workers. Since 2013, our pay was restored to Step 1 and COLA pay helps sustain our Step 1 pay. Six holidays were reinstated. In addition, on-call staff were allowed to apply for internal openings. Since 2014, there have been 21 regular status JCSS job openings and all of them were filled by on-call JCSS employees.

The work that we do at Juvenile Detention is extremely challenging. We deal with serious offenders and angry parents. There are jobs that I would never do without the union support, teaching for example at PPS and this is another one. We want to hold staff accountable but we also need protection from false allegations and a dysfunctional workplace where on-call staff is sometimes treated with less than fairness by co-workers and management.

While on-call JCSS employees have made steady improvements, temporary and on-call employees elsewhere in the County have not had the same opportunity of have a voice in their working conditions. This can change if you agree to voluntarily recognize our union as the representative for temporary and on-call employees

Your on-call and temporary staff have done a tremendous service for the public, with less pay and making sacrifices to meet the needs of their peers and the organization. I strongly support Local 88 on-call and temporary staff and their efforts to unionize. All workers need to have representation at the bargaining table. We all need to be treated with fairness and respect.

Thank you

Kim Nguyen

Good morning. My name is Sarah Linden. I have been an on call mental health investigator for Multnomah County since August 2012. I am here today to ask you to recognize the on call and temporary employees of Multnomah County as members of AFSCME Local 88, and to include us in the bargaining unit that represents the regular Multnomah County employees.

I have been an on call employee for other entities in the past, most notably for the Providence Health system, but Multnomah County is the only place I have worked in which there are no policies or procedures in place for on call employees to receive regular annual raises and some benefits, such as a bus pass, pro-rated pay for holidays, and retroactive cost of living raises. The only benefit we receive is sick leave.

I am certified by the state of Oregon as a senior mental health investigator, I am a licensed clinical social worker, and I have over 30 years of experience in mental health crisis work. Because of my experience and qualifications, my supervisor worked hard for my starting salary to begin at higher than step one of the salary range. He also worked hard to get two more raises for me in the more than six years that I have been with the county. The last time he approached Multnomah County Human Resources, he was told that two raises were enough, and that I would never receive another raise.

At the hearing before the administrative law judge to determine if on call and temporary employees should be recognized as part of the AFSCME local 88 bargaining unit, a representative from Multnomah County human resources department testified that on call and temporary employees do not have the same job duties as the regular employees. This is blatantly untrue. My job duties are defined by Oregon state statute, not by Multnomah County HR. I evaluate involuntary psychiatric patients with the same level of acuity and risk as my full time colleagues do, and I have the same responsibilities to the court, and to the patients, families, treating staff, and community.

I have been fortunate at Multnomah County to have supportive supervisors and managers who have done their best to advocate for appropriate compensation for me, and I appreciate their efforts. However, I believe that Multnomah County

stands for justice, not for beneficence and charity, or at least the emails I receive from managers and County government tell me so. In the name of fairness, I ask for the Commissioners' assistance in obtaining collective bargaining rights for on call and temporary employees of Multnomah County, and ask you to recognize us as part of AFSCME local 88. Thank you for your time.



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To: County Commissioners and Chair Kafoury

Good morning. My name is Lauren McKinsey and I work for Multnomah County Library as an on call Library Assistant. The work I do as an on call employee is exactly the same as regular Library Assistants, including being the Person-in-Charge at branch locations.

During the four and a half years I've been with the library, I have worked two temporary Library Assistant positions, one for three months, and one for 6 months, during which time I was fully benefitted. In both of those positions, I performed exactly the same activities that regular Library Assistants perform, with the same responsibilities.

It's been over a year since on call and temporary employees filed for recognition as part of Local 88. This issue has been tied up in court. This is unfair. You can make the decision right now to recognize on call and temporary workers as part of Local 88. I urge you to do so.

Thank you,

Lauren McKinsey



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To: Multnomah County Commissioners and Chair Kafoury

Good morning. My name is David Gruber and I work for the Aging, Disability and Veterans Services Division. I've been a Multnomah County employee for almost 2 years, both as an on-call worker and as a temp. I very recently made the transition from temporary employee to limited duration employee—temporary as well, only by another name. My duties haven't changed but under the current construct one position had no union protection and no benefits, while the second has both.

I love my work because it allows me to do what I like doing best—being of help to other human beings. It gives my life meaning. Daily I serve the most vulnerable members of our community, providing them information, connecting them to resources and giving them the opportunity to be heard—really heard.

When I make a true connection with someone and am able to provide a resource that really helps them in time of need—that's an incredibly rewarding experience. Recently, I took a call from a volunteer from Catholic Charities. She was advocating for a refugee family where the single mother was injured at her workplace, and was temporarily unable to pay her rent. The family was at risk of becoming homeless. Through Multnomah County's Safety Net Program I was able to assist this family in getting their rent paid. This lifted a great burden. Meanwhile, however, I feel my own worth is diminished by the very agency I serve.

I worked as a temp, full-time for 5 months, and I was paid significantly less than my co-workers for doing exactly the same work at the same level of competency. To offer one small example: I worked downtown and was not given the benefit of a mass transit pass. Paying for my own mass transit in effect reduced my monthly income by \$100. Add to that, not getting paid leave, holiday pay, etc.,.

As an older worker, living with financial insecurity is especially difficult. In on-call and temp positions there often is no clear path to regular employment the processes the County uses to hire regular staff is not transparent or intuitive to temp and on-call employees.

Recognizing on-call and temporary workers as part of Local 88 general bargaining unit would show simple congruency with the values the County expresses. Denying this request shows a disconnection between stated values and those manifested.

Other public employers have recognized on-call and temporary staff as union members. Multnomah County has done so for the on-call juvenile custody service specialists. Isn't it time all on-call and temporary employees get the recognition and respect they deserve? Thank you.



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To: Multnomah County Commissioners and Chair Kafoury

Hi, I'm Jane Corry. For 20 years I worked as a full time youth librarian at Multnomah County Library and now I am on-call, doing mostly storytimes to fill in for librarians who need a sub. I continue to do this work even after retirement because it matters. It matters to me and to the people I serve. Kids who are exposed to books do better in school, develop empathy. Kids who learn early how to behave in a group do better in school and in life. Families who have community support do better as well. Over the years I've watched family friendships form at storytime, some of them lifelong. I've seen the library as a social hub for many families of young children.

We librarians tend to be humble but I'm going to go against my nature and brag a little. I was involved in spreading the word to other librarians about the importance of letting parents know how important early literacy development is to life long success, presenting at conferences, making a video that was shared with every public library in Oregon. I have been elected to chair the Oregon Library Association's children's services division, and the only children's librarian to be elected Oregon Library Association president. I have gone to DC twice to advocate for libraries in congress, won the Rosie award for mentoring others in the library and the Evelyn Sibley lampman award (which is a big deal in our organization), an honor I share with Ursula LeGuin.

When I went on-call I went from the top step of the pay scale to the bottom, as if those 20 years of learning and sharing were of no importance. I don't need the money, I work for the joy of seeing kids totally sucked into a good book, of parents connecting and learning from me and each other. But most of us on-call workers need the money. I've worked beside people with their masters degree who spent 5 years working on-call hoping to get hired as a regular worker, working perpetually at the bottom rung of the lowest paid job in the library. They need to get credit for those hours worked, need to get raises, they need to be in the union. The library could not function without our on-call workers. Please agree to our request to be in the same bargaining unit as regular status Local 88 members, so we can have a voice in our wages and working conditions.

Thank you,

Jane Corry