



Welcome to AFSCME Local 328

Congratulations on your new job at OHSU! In your current role you are represented by a labor union called the American Federation of State, County and Municipal Employees (AFSCME). The union at OHSU (Local 328) was formed in 1985 and represents around 7,000 employees.

What Is a Union?

A labor union is a group of workers who are organized and united to make decisions affecting their work and working conditions. Being in a union means employees have a voice in determining our wages, hours, benefits (healthcare, retirement, tuition reimbursement, etc.) and vacation. It also means having rights like a safe and respectful work environment, a straightforward disciplinary process and “just cause” protections (which means you can't be fired without reason). When workers look out for each other it improves conditions for everyone. The main way our union does this is by bargaining a contract with OHSU. A contract is a legally binding document that sets our wages, hours, benefits, etc. Contracts can vary in length from two to five years. When the contract nears its end date, Local 328 and OHSU work on renegotiating it.

How Does Bargaining Work?

When Local 328 and OHSU bargain, each side has as a team to represent them. We elect 12 members to represent our union and OHSU selects 12 managers to represent the employer. Any dues-paying member can be nominated for the bargaining team. Only dues-paying members may vote in the election. In preparation for bargaining, our union spends months training our team. Both Local 328 and OHSU come to bargaining with ideas of how they would like the next contract to change. Our union surveys members to find out what's most important to them (wages, insurance, etc.) and creates our proposals based on that feedback. Bargaining lasts for several months. During these months offers are proposed from both sides; some are accepted and some are rejected. Throughout bargaining, Local 328 sends updates to all members about what's happening.

If bargaining doesn't go well and our membership is unhappy with management's proposals, members may engage in public actions, such as wearing stickers/buttons to support our union, holding rallies and participating in informational pickets. As a last resort, the Local 328 bargaining team may ask the membership to authorize a strike vote; if an overwhelming majority of members vote to authorize a strike, the bargaining team may call for one. Once both sides reach a tentative agreement on a new contract, our union asks the membership to ratify it. Only dues-paying members may vote to ratify the contract.

What Are Union Dues?

Being in a union means paying union dues. Dues are payments that union members to make to support our union's operations. We ask members to pay dues to keep our union strong. Dues help Local 328 to enforce our contract, pay for the legal/administrative costs of running a union, train our bargaining team and stewards and run beneficial programs for our members. Dues are \$3.48 + 1.27% of your base wages (not including overtime or differentials) per month; the maximum dues a member can pay is \$69.70/month. Dues are automatically deducted from your paycheck 24 times per year. Our members' dues dollars support Local 328, Oregon AFSCME Council 75 and AFSCME International.

The PEOPLE Program

AFSCME also has a political-action program called PEOPLE (Public Employees Organized to Promote Legislative Equality), which is funded through voluntary donations from members. The PEOPLE program is a way for members to support the political work that AFSCME does in Oregon. These funds are used to elect pro-labor politicians and endorse legislation that's good for working people. In previous years, the PEOPLE program has helped raise the state minimum wage, secure sick leave for all workers and pass the most generous family-leave law in the country.

The Structure of Local 328

Our union has an executive board consisting of elected member leaders. Any dues-paying member in good standing can run for a position on the board. The board oversees the budget for our union, keeps members informed about what Local 328 is doing, addresses large-scale problems members are facing, decides what grievances to take to arbitration and more. Our union also has a number of smaller committees that help carry out union business and activities. Our union is part of Oregon AFSCME Council 75, which oversees the interests of all the AFSCME unions in Oregon.

Right of Representation

If you are called into a meeting with your manager and that meeting could result in discipline or termination from employment, you have the right to have a union representative with you, as part of what are called your Weingarten Rights. These rights apply to all union members in the United States. At OHSU, these meetings are called investigatory meetings. Your manager is required to give you 36 hours' notice of such a meeting. If you are notified that you have an investigatory meeting, contact our union ASAP and ask for representation.

The Steward Program

Stewards are members who volunteer to support their fellow represented employees. Steward work is paid work and protected by the contract. There are three main kinds of steward:

- **Investigatory Stewards:** A represented employee who is called into an investigatory meeting is allowed to have a representative from the union at that meeting. Investigatory stewards support employees in these meetings, taking notes and making sure the meetings are conducted appropriately.
- **Grievance Stewards:** A represented employee who believes that OHSU has violated the contract may file a grievance. Grievance stewards work with the employee to determine if the contract has been violated and help make the situation right.
- **Lead Stewards:** Lead stewards work as administrators for the Local 328 steward program and help connect represented employees with union resources.

Any dues-paying member can become a steward, after participating in training. If you are interested in becoming a steward, email chiefsteward@local328.org.

Unit Stewards

In addition to the stewards who work on contract and representation matters, Local 328 also members who serve as unit stewards. Unit stewards act as a link between their coworkers and our union's leadership. They attend monthly meetings to learn about what our union is doing and share information with their coworkers. If you are interested in finding out who your unit steward is, or interested in becoming one, email kbaker@oregonafscme.org.

Questions or Concerns?

If you ever have a question about the contract or a workplace concern, need representation in an investigatory meeting or just want to know more about our union, you can get in touch by:

- Reaching out to your unit steward
- Following us on [Facebook](#) and [Twitter](#)
- Contacting us online at 328.unionlabor.org
- Calling Local 328 at (971) 804-0237
- Calling the Oregon AFSCME SMART Center at (844) 758-6466

The SMART Center has translators for members who don't speak English as their first language. You can also find information about our union on our website (www.local328.org).