

Local 3580



Our union American Federation of State County and Municipal Employees at Metro

Welcome to Metro and AFSCME Local 3580.

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Your position is represented by AFSCME Local 3580 – a union of almost 500 public workers spanning across Metro – from transportation and solid waste planners to educators and administrative personnel to our frontline members at the Transfer stations, MetroPaint, Regional Center, Oregon Convention Center, Oregon Zoo, Portland Expo Center and Portland’5.

Member-led and member-driven, our union provides workers a powerful, collective voice in the workplace. Everyday our union is at work directly supporting members on a variety of issues including pay, workload, unfair treatment, discipline and support in times of crisis.

Union officers and member advocates have several years of experience with workplace issues. Let us know if you have any questions on the contract, your rights and work policies. We’re always here to help and support.

On a personal note: as this local’s first president of color, it’s important to me that each member see themselves reflected in this union, and larger, as a part of labor history. A history which is built upon the backs of the working-class – in particular: women, queer, trans and non-binary workers, disabled workers, and workers of color. This union works to honor that history as we all strive towards justice.

Remember: capitalism may not care about you – but your union does.

Together we’re stronger.

A handwritten signature in black ink, appearing to read "Matán Gold". The signature is fluid and cursive, with a large initial "M" and "G".

Matán Gold, he/him/siya
President, AFSCME Local 3580
president@afscme3580.org

What is a union?

A union is an organization formed by workers who join together to have a voice in their workplace. Through their union, workers have the ability to negotiate with employers over wages, benefits, workplace health and safety, job training and other work-related issues. Unions serve an important role making sure that management acts fairly and treats workers with respect.

Unions are democratic organizations and leaders are elected by the membership.

Why do we need a union?

Your rights shouldn’t stop when you walk in to work. We all deserve to have our voices heard.

Unions make a difference. Make no mistake, without our union, our pay would be lower, there would be less benefits and workers would face unfair policies and discipline.

**Learn about our
union, contract
negotiations and
more**



★ UNION STRONG ★ UNION PROUD ★

AFSCME Local 3580 Collective bargaining agreement

Our contract

At the heart of our union is our collective bargaining agreement, sometimes referred to as the CBA or contract. Our contract is negotiated with management every two to four years and outlines our wages, benefits and working conditions. The document is binding under state law – Metro cannot make changes without negotiating.

There's a lot in our current contract:

- How much each position earns, including for regular status positions, rights to a 5% wage increase after 6 months probation and 5% each year for 6 years after.
- Clothing and uniforms allowances.
- Fair process for discipline.
- The percentage we pay for health insurance, and how much Metro pays. Currently AFSCME employees pay 12% of the premium cost.
- Employer provided retirement contributions.
- How much vacation, holidays and sick leave we earn.
- Layoff protections and rights to recall to your position. This right became very important during the COVID-19 pandemic when Metro had to lay off hundreds of positions. AFSCME members were protected with a 30-day paid notice and rights to return when their job came back – up to 3 years from lay off date!

And there is so much more: over 70 pages of rights, protections and benefits – all negotiated by us and for us.

How does collective bargaining work?

Collective bargaining is the process of negotiating between employees and their employer over wages, working conditions, benefits and other aspects of workers' compensation and rights

A committee of our co-workers — chosen by us — represents us at the negotiations table and conducts research and surveys months ahead to prepare. When at the negotiations table this committee represents the strength of our union.

During negotiations our union and management present proposals of changes to the contract. Counter proposals are exchanged back and forth until all articles of the contract have been covered. Completed articles represent a "tentative agreement" and the contract then goes to members for a ratification vote to approve.

Our current contract runs through June 30, 2025. Preparations for our next contract negotiation begin in the Summer 2024.

Article 35: Variable hour employees (VHE)

AFSCME Local 3580 represents over 500 positions at Metro including positions who work variable, or seasonal hours referred to as VHEs. These positions are limited to working 1,040 hours and gain due process rights after completing 1,040 hours from hire date.

Represented variable hour positions in our union include: HHW, MetroPaint and Scalehouse technicians, Traffic control and load inspectors, Education techs, Safety and security officers and Event receptionist at OCC and Expo.

Article 35 in our contract outlines pay and benefits for VHE positions:

- Variable hour positions are paid at Step 1 of their classification and receive the annual wage increase (COLA) negotiated in Article 15: Wages.
- Receive a 1.5 pay rate for holidays worked.
- One eight-hour personal holiday after one year of employment and 240 hours worked in the fiscal year.
- A \$125 healthcare stipend in any month that 80 hours were worked after one year of employment (unless qualifying for ACA through Metro).
- Uniforms and clothing allowances

Variable hour employees also have the right to overtime and earn sick leave. VHE employees are not eligible for Metro-provided medical benefits unless they work at least 30 hours per week or 130 hours per month.

What does becoming a member mean?

Becoming a union member means you become part of a community of workers who share their feedback, concerns and ideas to make our workplaces better. It means supporting others and being supported - together we are stronger. We make real change happen in our workplaces and our communities.

Become a AFSCME Local 3580 member:

Visit: oregonafscme.org

Click on Join!

Do I have to wait until my probation is over to become a union member?

Your position is represented by our union on your first day at work and you can sign-up to become a member at any time. After probation you gain due process rights and cannot be disciplined or lose your job without a fair process and union representation present.

How much are dues?

Dues are 1.27% of your salary and go toward building our power by: supporting our union's efforts to protect and expand union benefits, funding research and legal services to negotiate strong contracts, resiliency funds for strike and hardship.

Know your rights

Worried what you say to will get used against you? Know your Weingarten rights.

If a supervisor or manager asks questions that could lead to disciplinary action, AFSCME members have the right to ask for a steward or other union officer to be present. These are your Weingarten rights protected by law. Below is the statement to ask to protect your rights:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that an AFSCME steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."

Have a concern at work?

AFSCME stewards can help.

Our member leaders and stewards have many years of experience with workplace issues. Let us know if you have any questions on the contract, your rights or work policies.

¿Tiene alguna inquietud en el trabajo? Los delegados de AFSCME pueden ayudar.

Nuestros miembros líderes y delegados tienen muchos años de experiencia en asuntos relacionados con el lugar de trabajo. Avísenos si tiene alguna pregunta sobre el contrato, sus derechos o las políticas del lugar de trabajo.

steward@afscme3580.org

Oregon AFSCME Smart Center
1-844-758-6466

Get your union on!

Want to learn more about how to make your workplace better and organize with coworkers to make change happen? AFSCME has trainings on being a steward, filing grievances and more. You can also learn more about AFSCME member benefits and how to reduce your student loan debt.

oregonafscme.org

Click on Calendar of events



**AFSCME
Local 3580
Executive board**
afscme3580.org

President: Matan Gold
he/him president@afscme3580.org

Vice president: Kayla Scheafer
they/them vpmetro@afscme3580.org

Chief steward: Elizabeth Goetzinger
she/they chiefsteward@afscme3580.org

Secretary: Brianne Zanella
she/hers secretary@afscme3580.org

Treasurer: Matt DeNinno
he/him treasurer@afscme3580.org

Venues position is currently vacant.

Regional center: Nicole Hernandez-Marrs,
she/hers eboardmrc@afscme3580.org

Oregon Zoo: Chris Sparrows
he/him eboardzoo@afscme3580.org

WPES sites: Andrew Judkins
he/him eboardswf@afscme3580.org

Variable hour: Cheyenne Lee
she/hers vhe@afscme3580.org

Trustees: Joanna Dyer she/hers, Angela
Houck she/hers, Laura Garlie she/hers