

2020 CONTRACT

Collective bargaining 101

What is collective bargaining? AFSCME Local 3580 represents over 500 positions at Metro – Planners in Land use and Transportation, Utility workers at the Oregon Convention Center, Researchers at the Oregon Zoo, Scalehouse technicians at our transfer stations and lots more – over 110 classifications. Every three years we negotiate changes and improvements to our labor agreement with Metro management. The contract, is also called the collective bargaining agreement, and it covers over 35 different articles that impact how much we are paid, our benefits and our rights in the workplace.

What do we negotiate? What we can bargain, or negotiate, is covered by a combination of Oregon and Federal laws. Topics can either be mandatory, permissive or prohibited. So we can't negotiate over things that are federal law like extending the number of hours when overtime kicks in or any rights protected under current law. But to be certain, there are lots of things we can bargain on and we do, including: *Wages, Annual increases and cost of living adjustments, Holidays, Retirement, Vacation time accrual, Paid personal days, Health insurance premiums split, Bereavement and funeral pay and time off rights, Probation, Layoff protections, Discipline and discharge, Premium pay, Longevity increases in benefits like vacation, Step increases, Parking, Transit passes, Hours of work, Schedule, and lots more.*

When does this happen? Our current contract expires June 30, 2020 and the work of figuring out what needs to be improved, how wages are doing compared to the cost of living in our region and what is important to workers takes several months to survey, research and organize. Our union began member outreach, surveys and listening sessions in Summer 2019 and began organizing trainings and meetings for negotiations in Fall 2019. We are currently scheduled to begin table negotiations in February 2020.

Part of a bigger AFSCME network We have lots of resources that help us get this work done: member leaders who work at Metro, paid staff at our state Council, Oregon AFSCME and resources from our international organization. Contract experts, lawyers and organizers all come together when we plan and negotiate to help support the process.

How to participate and get involved. Together we make a contract happen.

- Keep an eye out for surveys and feedback opportunities
- Connect with your site Member Action Team (MAT)
- Share contract ideas directly to president@afscme3580.org
- Attend work site and planning meetings
- Check your email and look for Contract 2020 in the subject line. Emails come from president@afscme3580.org