

Today your bargaining team met with the state mediator as we continued our negotiations.

In an effort to avoid the potential conflict (strike), we offered significant concessions in our mediation proposals to the County today. However, the County is unwilling to move away from the employees pay a portion of their insurance.

The County's final offer has increased the Cost of Living Increases (COLA) to 2% per year and identified classifications they are willing to adjust from 1-4 grades. The wage adjustments address only a portion of all the classifications within our bargaining unit.

The County's final offer for insurance includes the High Deductible HSA for \$20/month for single or family; the Prime Plus Plan for \$30 or \$50 for single or family, respectively; or the Co-Pay plan for \$50 or \$70 for single or family, respectively.

Discussions about union activity is allowed as part of a water-cooler conversation. If it is acceptable to discuss the latest Ducks game, it is acceptable to discuss union activity.

Posting the "We support Lane County Workers" placards at your desk is permissible.

If you can wear a Duck or Beaver t-shirt to work, you are allowed to wear your AFSCME t-shirt to work.

**We have an authorization for Strike vote scheduled:**

Tuesday, September 19, 2017 at 6:00 pm for the General Unit at the Plumbers and Steamfitters training center in Springfield. Address is 2861 Pierce Parkway in Springfield.

Thursday, September 21, 2017 at 6:30 pm for the Nurses Unit at the Roaring Rapid Pizza in Glenwood. Address is 4006 Franklin Blvd, Eugene.

If you are not able to make the meeting but still want to vote, you can vote during the hours of 11am-2pm on Tuesday, September 19<sup>th</sup> at the AFSCME office for both Nurses and General Units. Please bring your photo ID for voting.

Don't forget to turn in your request to sale your TM by Friday, September 22, 2017.

If you have any questions and concerns about bargaining, please contact a bargaining team member. We are happy to answer any questions!

In solidarity,

Bargaining Teams:

**General Unit:** LaRece Rivera, CA; Pat Dotson, HHS; Brad Carpenter, TS; Lori Green, PW; Nick Alviani, HHS; Connie Perry, HHS (Alternate)

**Nurses Unit:** LaRece Rivera, CA; Pat Dotson, HHS; Christine Yonkers, HHS – CHC; Jenny Young, HHS-CHC; Charity Aguirre, HHS- CHC;