

SEIU Local 140 Newsletter 1.10.24

Take Action!

- [Nominate](#) yourself or a coworker for a leadership role in our union!
- Next bargaining session Jan 12, 1-5pm at PEC (501 N Dixon St.)
- Membership meeting Jan 13, 12pm at SEIU (525 NE Oregon St, free parking behind building) or on [zoom](#).
- [Register](#) for steward training Jan 20, 12-3 at SEIU

Union Updates

Snowstorm Compensation

Just in time for another potentially dangerous snowstorm, PPS has finally agreed to offer the bare minimum in compensation for custodians who were impacted by last year's February snowstorm. Any custodian who was forced to pay for towing, uber/lyft fees, car damages, or other costs as a result of commuting to and from work during the February 2022 state of emergency should fill out [this form](#) before January 15th to request reimbursement from the district. The form is only accessible when logged into your district email. If you are having trouble accessing or filling out the form, contact Jennifer Sherman, Gabe Penk, or Jim D'Arcy.

If you are impacted by the winter weather at all this week or any time in the future while performing your job duties or commuting to and from work, make sure to take photos, save receipts, and document any issues you have. If PPS fails to ensure the safety of their workers, it is up to us to organize and demand safe working conditions. Feel free to contact a union steward or leader at any time to ask about your rights or raise concerns you have about your safety and treatment at work.

Board Meeting

At the January 9 board meeting a PFSP member [spoke](#) out about the failures of the district to support students and staff in special education. Their testimony was followed by a PPS parent expressing solidarity with PFSP. Union members also spoke during their allotted time at the end of the board meeting. Veronica [called on the board](#) to put unions earlier on the agenda, ensure the PPS bargaining team show up to bargaining with actual counterproposals, come visit schools and hire a superintendent that is engaged in the school community, and listen to what the community wants.

What is Mediation?

Our next bargaining session is on January 12th. The following session on January 18th will take place with a state mediator present. Mediation is an additional stage in the bargaining process if both sides are

struggling to come to an agreement after 150 days of regular bargaining. Our union and PFSP both requested mediation on November 3, meaning we are on a similar timeline for negotiations.

Both sides continue to meet for negotiations during mediation, but a state-appointed mediator will be present in an attempt to better facilitate the negotiation process. After 15 days of mediation either side may declare an impasse if they feel they aren't making progress, setting the stage for a possible strike. However, if neither side declares impasse, mediation can continue indefinitely. We are hopeful that mediation will help bring both sides closer to an agreement on critical issues including wages, healthcare, inclement weather pay, safety, and building assignments.

Custodial Civil Service Board Appointment

At the January 9th meeting, the Board approved the nomination of Paul Hathaway to the Custodial Civil Service Board (CCSB). The CCSB serves to oversee the hiring process for custodians as dictated by Oregon [state law](#). Hathaway is an attorney with [Lorber Greenfield Polito](#), a law firm that provides services to “insurance companies, developers, general contractors, corporations and large institutions.”

The other CCSB members include [Brian Caufield](#), a management-side labor lawyer, and Board Chair Laird Cusack, who has served as director of labor relations for Trimet as well as PPS where he [bargained](#) against PAT in 2017.

PPS Board Appoints Former AVID CEO Sandy Husk as Interim Superintendent

The PPS School Board voted unanimously to appoint Sandy Husk as interim superintendent starting February 12 to replace Guadalupe Guerrero as he steps down. She will earn an [annual salary](#) of \$330,000 and will remain superintendent until a permanent replacement is appointed by the board. Husk previously worked as Salem Keizer School District Superintendent between 2006 and 2013. PPS has announced her appointment with [glowing reviews](#) quoting a 2013 editorial as well as a former Eugene superintendent, yet they failed to offer perspective from Salem-Keizer District employees.

After leaving Salem-Keizer, Husk led the education nonprofit AVID where she earned a salary of around [\\$500,000](#) annually as CEO. [AVID](#) or “Advancement Via Individual Determination” sells proprietary trainings and professional development instructions to schools with a mission to “close the opportunity gap by preparing all students for college and career readiness and success in a global society.” PPS currently pays to implement AVID electives in over 30 schools. AVID has drawn [criticism](#) for its pricey contracts, anecdotal evidence, and corporate ties.

In 2022, Husk also served as [Executive in Residence](#) for another education nonprofit called the Association for Supervision and Curriculum Development (ASCD).

NW Labor Press Newspaper Available to Members

Your SEIU 140 executive committee has purchased a subscription to local biweekly labor publication [NW Labor Press](#). You can pick up a hard copy at our membership meetings, or reach out to Gabe Penk if you are interested in getting the paper delivered to your school.

Local Solidarity

Salem Keizer Education Workers

In a recent [interview](#) on the Labor Radio program on KBOO, host Jamie Partridge spoke with Salem-Keizer school district workers about the issues they are facing and their preparations for a potential strike. Kimberly Reed Zauber and Geovanny Tolentino of the Salem-Keizer Education Association which represents the certified teachers of the district, and Jeff Jabin and Brian Zauber Reed of the Association of Salem-Keizer Education Support Professionals are part of two separate unions within the district that are on a similar bargaining timeline and are both currently in mediation. One key point for teachers is more preparation time, with teachers putting in large amounts of unpaid time in order to adequately plan for lessons. Another demand is class size and caseload limits so that teachers, social workers, psychologists and other positions are not overburdened. The district hasn't met the union proposals for cost of living compensation. The classified staff are also looking for pay increases, with safety being another key demand. Many staff have been injured by students in crisis and the district has refused to provide the necessary support to those who deal with these situations. These challenges will sound familiar to workers within our own district. It's necessary to build connections with other workers in the education field around the state as we all fight austerity in our already crumbling school systems.

Microchip Manufacturers Get Millions in Government Subsidies

Microchip Technologies, a major producer of computer chips, has received \$162 million in government subsidies through the CHIPS Act, \$72 million of which will be used for an expansion at Microchip's Gresham factory. Microchip earned \$8.43 billion in revenue in 2023 of which \$5.7 billion it claimed as [profit](#). Microchips are ubiquitous in everything from cell phones to cars, but are in particular high demand from the [weapons industry](#) and Microchip Technologies is one of the leading [suppliers](#) of chips for military use. Intel and Hewlett-Packard are also set to [receive millions](#) in federal and state grants and loans. Both companies are [complicit](#) in Israel's ongoing genocide against the Palestinian people.

In addition to multiple factories across the US, Microchip operates in the [Philippines](#) where it takes advantage of extremely low wages and weak enforcement of labor law. Many of its factories are in tax free "Export Processing Zones" which employ migrants who have been displaced from their land in the countryside and are forced to work long hours, often for less than [minimum wage](#).

International Solidarity

Solidarity with Palestine

Unions around the country continue to express [solidarity](#) with the Palestinian people and call for a ceasefire. United Electrical Workers, the American Postal Workers Union, United Auto Workers, 1199 SEIU, National Nurses United, the Chicago Teachers Union and many others have signed onto a petition calling for a ceasefire. While some large unions have historically backed the Israeli state, there is a long history of rank and file workers holding labor leaders accountable for doing business with Israel and holding pension fund investments with companies that profit off apartheid. Meanwhile, local healthcare workers held a [rally](#) near OHSU to push the administrators Providence, OHSU, Legacy and Kaiser to issue statements calling for a ceasefire. The workers expressed concern for the humanitarian disaster unfolding in Gaza where people are facing hunger, disease outbreaks, and medical facilities at a breaking point.