

Time on agenda for Local 132 August board meeting

7 messages

Independent VP <IndependentVP@oregonafscme.org>

Sun, Aug 18, 2024 at 5:52 PM

To: Oregon AFSCME President <president@oregonafscme.org>, oregonccpt132@gmail.com, Oregon AFSCME Secretary <secretary@oregonafscme.org>, Vanessa Brown <Littlewanschilddcarekf@gmail.com>, Alexia Nice <alexibriggs11@gmail.com>

Local 132 CCPT board is planning to attend the board meeting and wishes to discuss the conduct of 2 council employees this weekend and to request an investigation into whether Joe Baessler had knowledge of or had directed the staff to act as they did.

We have most board members attending in person except for Alexia Nice and Vanessa Brown (cc'd here). Those 2 members are requesting the zoom link so they can participate remotely from LaGrande and K Falls. I have cc'd them so that the link to join can be shared with them.

The local is preparing evidence (including emails and texts sent to the Local by some of the members participating this weekend who refused to be drawn into the staffpersons' conduct) and information documented in writing.

The staff are in possession of Local funds (including at least 1 cashier's check written out to the local) and Local property that needs to be returned immediately. Further, the staff left behind Council property currently in the possession of Regional Director Anna Pickel, which can be picked up by making arrangements with the member directly. The Local is prepared to present its complaints on staff conduct in either open or executive session having no preference. The local has prepared proposed remedies as the Council Board requested when the local most recently voiced concerns.

I want to bring this to your attention so that you have ample time to prepare regarding the agenda.

Thank you.

Anneliese Sheahan, Independent VP

EXHIBIT

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1 of 11

Independent VP <IndependentVP@oregonafscme.org>

Mon, Aug 19, 2024 at 1:40 PM

To: Oregon AFSCME President <president@oregonafscme.org>, oregonccpt132@gmail.com, Oregon AFSCME Secretary <secretary@oregonafscme.org>, Vanessa Brown <Littlewanschilddcarekf@gmail.com>, Alexia Nice <alexibriggs11@gmail.com>, playdaycare@yahoo.com

Current and former bargaining team member, former local board member and current leader from Lane County has evidence and information to share and will also be in attendance this weekend. She will need a zoom link because she is in New Jersey and will need to attend remotely. I have added Michelle Newman to this thread so you have her email address (playdaycare). Thank you Anneliese.

[Quoted text hidden]

Independent VP <IndependentVP@oregonafscme.org>

Tue, Aug 20, 2024 at 4:30 PM

To: Oregon AFSCME President <president@oregonafscme.org>, oregonccpt132@gmail.com, Oregon AFSCME Secretary <secretary@oregonafscme.org>, Vanessa Brown <Littlewanschilddcarekf@gmail.com>, Alexia Nice <alexibriggs11@gmail.com>

Please note (if you haven't before) that the entire local board is getting these emails.

We have additional evidence and members who are being told by our 2 staff who claim they are being supported by Joe Baessler to come to the members' houses to collect a statement against some of our board members including myself. This situation is spinning rapidly into something of a civil war within the local. The local members are asking me what is happening. I have told them I have gotten zero response from the council board or emcommittee (personnel committee). I have also tried texting Fred and have not gotten a response. I believe it is the policy to come to the council president and board. The situation is wildly out of control with staff actively sending out emails, texts and door knocking in an effort to get charges filed against myself and Vanessa Brown for racism. We need to convene an investigation and we need to ensure

that this doesn't go further. This is very unprofessional behavior by staff. Our board has been getting calls and copies forwarded of texts and emails that our staff are sending to members who our staff lead but these communications are not going to our board members who were present and our board members. Correct me if I am wrong but our members should be complaining about local member conduct to our board and not the council? I believe this violates IU Constitution.

Thank you for your prompt attention. Anneliese

Anneliese

On Sun, Aug 18, 2024, 5:52 PM Independent VP <IndependentVP@oregonafscme.org> wrote:

[Quoted text hidden]

Oregon AFSCME President <president@oregonafscme.org>

Tue, Aug 20, 2024 at 6:12 PM

To: Independent VP <IndependentVP@oregonafscme.org>

Cc: oregonccpt132@gmail.com, Oregon AFSCME Secretary <secretary@oregonafscme.org>, Vanessa Brown <LittleSwanschildcarekf@gmail.com>, Alexia Nice <alexiabriggs11@gmail.com>

Annelies and Local 132 Board,

My apologies I am getting back from vacation and convention. There are seemingly a multitude of issues going on here. We are taking this seriously. There are some specifics that I feel are missing in these email from Anneliese, such as what exactly occurred, who was involved, when it occurred, what property is being held and for what reason. These are all facts that are fundamental to coming to a solution together. Anneliese, I will return your call from this afternoon later on this evening as soon as I am done with my Local meeting around 7 if that works.

In Solidarity
Fred



Fred Yungbluth Jr.
Oregon AFSCME President
330-219-8279
My gender pronouns are he/him/his

[Quoted text hidden]

Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Tue, Aug 20, 2024 at 7:22 PM

To: Oregon AFSCME President <president@oregonafscme.org>

Cc: Independent VP <IndependentVP@oregonafscme.org>, Oregon AFSCME Secretary <secretary@oregonafscme.org>, Vanessa Brown <LittleSwanschildcarekf@gmail.com>, Alexia Nice <alexiabriggs11@gmail.com>

That is fine. And I am preparing everything. Anneliese

Local 132 CCPT
Oregon Child Care Providers Together
AFSCME
1400 Tandem Ave. NE
Salem, OR 97301



Stewards:

Anneliese Sheahan, Treasurer & Chief Steward CCPT 971-204-9110

Lois MacDonald, **Bilingual Spanish-Speaking** Steward, Local Union Rep and Central Regional Director 541-331-4437

Peer Advocates Spanish & English

Ali Sanz, Peer Advocate 971-570-0175

Brenda Fino, Peer Advocate 503-740-4974

Sabi Velasco, 1st Vice President 971-998-2730

Peer Advocates -- English

Shanna Aldis, Peer Advocate 971-240-0905

Vanessa Brown, Secretary and Peer Advocate 541-892-3335

Lisa Duffield, Past-President, 503-812-8058

Rachael Lamet, President & Steward CCPT 503-602-4393

Autumn David, Steward CCPT 503-990-3273

Find Us on Twitter and Facebook @OCCPT

[Quoted text hidden]

Independent VP <IndependentVP@oregonafscme.org>

Thu, Aug 22, 2024 at 7:51 PM

To: Oregon AFSCME President <president@oregonafscme.org>, oregonccpt132@gmail.com, Oregon AFSCME Secretary <secretary@oregonafscme.org>, Vanessa Brown <LittleSwanschildcarekf@gmail.com>, Alexia Nice <alexibriggs11@gmail.com>

Attached the board approved communication to the board. Anneliese

[Quoted text hidden]



2024 Facts provided to AFSCME EBoard L 132.pdf

112K

Independent VP <IndependentVP@oregonafscme.org>

Tue, Aug 27, 2024 at 1:38 PM

To: "asheahan.local132unionrep@gmail.com" <asheahan.local132unionrep@gmail.com>

[Quoted text hidden]



2024 Facts provided to AFSCME EBoard L 132.pdf

112K

EXHIBIT

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To Whom It May Concern on the Executive Board of AFSCME Council 75 --

On March 14, 2016, Sheahan began employment with AFSCME as a staff representative for AFSCME Local 3372 Department of Land Conservation and Development ("DLCD") and AFSCME Local 132 Child Care Providers Together ("CCPT").

Baessler was Sheahan's supervisor from 2017 until April 30, 2019, when Sheahan voluntarily terminated employment with AFSCME.

On or about October 10, 2018, Baessler was present for an in-person meeting with Sheahan along with AFSCME Legal Counsel, Jennifer Chapman, and then Executive Director Stacy Chamberlain ("Chamberlain"). Sheahan was threatened with discipline unless Sheahan applied pressure to CCPT members Sue Mackey and Michelle Newman to encourage those members to revoke their membership in CCPT. Sheahan contacted both members by telephone following that meeting.

On or about October 11, 2018, Sheahan contacted Baessler by telephone to discuss the prior meeting. The conversation lasted approximately thirty minutes.

On or about February 15, 2019, then Executive Director of AFSCME, Chamberlain emailed Sheahan regarding email communications from DLCD members to Chamberlain. Chamberlain instructed Sheahan to "control her local". Sheahan and Chamberlain had prior conversations as to what controlling the local meant including the once from October 2018, from paragraph 10. This was the last conversation of many AFSCME had with Sheahan about controlling a local and/or its members. Sheahan shared the email from Chamberlain with the members of DLCD that had initiated the email communications with Chamberlain.

Between March 2016, and April 2019, a pervasive, regular, ongoing pattern of similar conduct by Council 75 administrative staff including Chamberlain, Baessler, and Andy



Friedman, directing Sheahan to control, influence, suppress, and restrain outspoken members of Locals 3772 and 132, occurred. Sheahan was also informed that it was “time for the child care local which had been such a strain on council resources and subsidized by the other locals of the council” to ‘give back’ and so funding was going to be drastically cut for the local where travel would be restricted to Salem and Portland, with Eugene trips a couple of times a year and all other locations in southern, central and eastern Oregon cut to 1 trip per year or less. These two issues, along with threats of discipline from Chamberlain on at least 3 occasions in (once) 2016, and (at least twice) 2018, if Sheahan did not fall in “lock step” with administration’s directives, was the sole reason Sheahan terminated her employment with Council 75. Sheahan was not the only staff person who left over Council 75’s insistence to be lockstep with the administrative staff and their decisions even if it went against staffs’ better judgment to do so.

On and around July 2024, Olin became upset with the local, specifically, Anneliese Sheahan and Vanessa Brown, and generically the local and the organizing committee when Spanish-speaking leaders, Sabi Velasco and Ali Sanz stated that it would be better for Spanish-speakers to have their own organizing events given that community’s current (advanced over English-speaking members’) organization and established communications/network. Additional discussion was presented by all the mentioned members as above that the LULA events happening around the State were not conducive to mixed groups with the Spanish-speaking leaders suggesting the more advanced Spanish-speaking groups would benefit from other training and work. Olin got upset and left an organizing committee meeting then proceeded to contact IU staff without the local to represent the local as excluding Spanish-speaking providers intentionally from the LULA events. Coincidentally, some months prior, Olin had misrepresented to Baessler that the local no longer wanted translation and interpretations services



– a lie to her supervisor and employer. For over a year, Olin had refused to provide the names and contact information for Spanish-speaking members located in a region to every English-speaking Regional Director (this was brought up at Menucha by Spanish-speakers that they never heard from their Regional Director).

Olin for the last year or more had (secretly at first) been holding monthly or even more frequent, regular meetings of the local membership without local leadership, without taking meeting minutes, without providing a call to every member, and providing trainings to those in attendance, violating local and international union constitutions and policies. These meetings and trainings barred not only Local 132 leadership and board members from attending but also barred any English-speakers from attending and did not provide translation of materials and/or interpretation into English from Spanish. The Spanish-speaking board members had no idea that this was happening until other members of Local 132 brought it to the local board's attention.

On more than one occasion in 2024, after the new board was elected in February (only 1 nominee was nominated for each open seat), Olin approached Local 132 members and Board members asking them to make requests to the Local 132 Board for expenditures to Council and to Olin for organizing events she (and Council) wanted to sponsor.

Olin failed to properly file grievances and properly and timely file for arbitration from September 2023, through December 2023. Olin wrote a grievance that Mike Tedesco took to arbitration. Tedesco during a meeting with Sheahan and then president, Lisa Duffield, shared that the manner and language with which the grievance had been written was insufficient to make the grievance successful. Instead of withdrawing the grievance and funding the loss (as recommended by Sheahan in that meeting), Tedesco and Olin proceeded to settle with what is a very poor settlement because it forces all victims of late issuance to prove their financial losses

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causing those members shame and embarrassment in front of the licensing, background, and Preschool Promise entity that also coordinates 211 referrals for providers and (now) manages payments to providers under the Employment Related Daycare program.

Olin and Council Attorney Lane Tonesmeier refused to take forward (timely) Sheahan's ULP from April 2021, until after January 1, 2021, causing Sheahan to lose the ULP on timeliness grounds – not on the merits despite overwhelming evidence in Sheahan's favor. Sheahan's pleas and logical arguments to take the ULP forward within the 180 timeframe prescribed by Oregon law was ignored by Olin and Tonesmeier.

Tonesmeier and Olin refused to take forward issues around the DPU forms, late processing of ERDC vouchers, and issues around Article 8 of Local 132's contract. In an email, Tonesmeier indicated Sheahan and the local would have an uphill battle for a ULP and arbitration. At least 2 months went by between taking grievances forward to arbitration and the selection of an arbitrator. It wasn't until Sheahan demanded a meeting with DOJ that arbitration was scheduled (within 2 weeks) and there is an offer on the table (awaiting the State's formal written offer of settlement on all issues going forward to arbitration and the ULP except for 1 arbitration issue which is what the phrase "issued in advance of care" means.

Baessler hired Jesse Burrows to be the staff representative for Local 132, despite the board and leadership of the Local clearly indicating that the workload was such that a shared rep (with other locals) would work. The job description called for a "bilingual candidate" but despite having a candidate who spoke passable Spanish, a non-Spanish speaker/English-only candidate was chosen. Then president Lisa Duffield had indicated she was unavailable the day of the 2 candidates' interviews and that Sheahan should take Duffield's place; however, Sheahan was excluded and Duffield stated to the local that she felt "strong armed" and concerned about the



hire but wasn't given any real influence or choice in the matter. Council policy is the sector VP gets the resumes and invitation to the interviews of candidates, yet Sheahan was fully blocked from the process.

In February 2024, Olin went to brand-new Board member Anna Pickel asking Pickel to request from the board a Multnomah County event. In October 2023, the Local 132 Board held a meeting. In that meeting the Board set up the organizing committee, chair Vanessa Brown, and set the organizing targets for 2024. Multnomah County it was decided (rationally through much deliberation in a special meetings) would be a 2025 target given the recent Local 132 constitutional changes coming (not until January 2024 from IU) and the overwhelming number of providers in Multnomah County. Spanish-speaking leaders including Velasco and Ali Sanz had indicated that given the already well-organized Spanish-speaking community, we should do something different for Spanish-speaking providers in Multnomah and around the state. Olin was upset by the decision and took the issue to the IU staff (Kidney and Crumpton) who then overtook the organizing committee and forced the issue starting for the Lane County event. Olin registered Spanish-speaking providers (who all but 1 dropped their attendance prior to the event with the lone provider arriving expecting her husband and son to be able to participate for free for the whole weekend (and neither had previously registered).

On or about August 16, 2024, Defendants, AFSCME, Baessler, Olin, and Burrows, collectively "Defendants" participated in communications with Union members of AFSCME Local 132 Child Care Providers Together ("CCPT") attending a CCPT leadership training and retreat at Menucha located in Multnomah County at 38711 E, Historic Columbia River Hwy in Corbett, Oregon. These communications incited and caused CCPT members in attendance to believe that Sheahan was racist and against the Spanish-speaking members of CCPT. Some of



those Spanish-speaking members verbally aggressed against another CCPT leader and executive board member, Vanessa Brown (“Brown”), later that night in her (lodging) room.

On August 17, 2024, Defendants sent texts and email communications between Defendants, and between Defendants and Spanish-speaking members in attendance at Menucha that further upset those members specifically stating, “[Sheahan] has bullied [Olin] for four years” and “[Sheahan and Brown] do not want Spanish-speaking members here [at Menucha]”.

On August 17, 2024, the Spanish-speaking members ganged up on Sheahan, accusing Sheahan of accessing the purse of member, Guadalupe Perez, for the purpose of switching room keys to embarrass, harass, and bully the member. Guadalupe Perez and the Spanish-speaking members approached Sheahan at the beginning of a CCPT Executive Board meeting, ganging up on Sheahan. Sheahan leaned to her left and whispered to Brown that Sheahan “was being set up.” Brown nodded in the affirmative. Sheahan then offered the correct key to the member, after disputing the members’ assertions that Sheahan had switched the key. Guadalupe Perez refused to take the offered key, continued to protest with the support of the other Spanish-speaking members, leading Sheahan, to toss the key, underhanded, approximately 6 inches onto the table in front and to the side of Sheahan, after which Sheahan addressed the room in a loud manner, telling the room that Sheahan was done talking.

On August 17, 2024, Burrows and Olin, encouraged the Spanish-speaking members (but not the English-speaking members also present) “to leave” Menucha because of Sheahan’s behavior that was caused by AFSCME’s conduct including defamation against Sheahan (and Brown) and caused by the conduct of member Guadalupe Perez towards Brown, and trainer Zack Wolchesky, on August 16, 2024, and August 17, 2024. Burrows and Olin also directed these members (but not the English-speaking members also present) “to complain [to AFSCME and



Baessler]”. Those Spanish-speakers who did not leave with Olin and Burrows received text messages from Olin again instructing the members “to leave”.

On August 18, 2024, Olin and Burrows did not return to Menucha even though AFSCME had paid for them to attend as employees on AFSCME paid time. Olin and Burrows abandoned AFSCME property, including three large self-adhesive chart tablets and one easel for displaying and holding the tablets, when they did not return to Menucha on August 18, 2024.

On August 18, 2024, Olin texted the Spanish-speaking members she believed were still at Menucha. Olin again instructed those members to leave. Those Spanish-speaking members shared all texts and information with CCPT member, Executive Board member, and Spanish-speaker, Sabi Velasco Avendano (“Velasco”). Velasco and a couple of the other Spanish-speaking members shared the communications and texts sent prior to conference and during the conference with Sheahan. Sheahan and the others departed from the conference after lunch.

On August 20, 2024, Defendants emailed English-speaking Menucha attendee, Julie Fellom (“Fellom”), and other members, (see attached) from AFSCME, in English and Spanish. The email attacked and leveled claims against Sheahan and Brown providing further clarity. This email stated, on behalf of AFSCME,

“... this is about an obvious act of racism we all witnessed and suffered much irreversible harm and trauma from. I cannot and no one should be held accountable for the absolutely unacceptable behavior and conduct of Anneliese Sheahan and Vanessa Brown (Vanessa is the member who yelled at everyone to be quiet when we were all reacting and telling Anneliese she could not act like that.) ... I feel even more horrified that an act of institutional racism occurred and harmed so many of us at the event organized by our union. ... The steps I and our staff representative, Jesse Burrows, have

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taken to immediately address the situation are: write and submit written statements ... to Joe Baessler. IF YOU HAVE NOT WRITTEN A SUBMITTED A STATEMENT ABOUT WHAT YOU WITNESSED 8/17/24 PLEASE DO SO TODAY – WITHOUT YOUR HELP WE CANNOT ENSURE THE PROBLEMATIC ACTIONS of the 2 LEADERS who acted inappropriately ARE ADDRESSED properly. ... Please email it today to Jesse at. ... sending out a statement to our members and staff to let them know what occurred and the steps we are taking to address the issue.”

The capitalization for emphasis is taken directly from the email and is a direct quote.

On August 20, 2024, Olin contacted Fellom multiple times by phone as an employee of AFSCME. Olin upon reaching Fellom by phone threatened to come to Fellom’s home, as AFSCME’s employee, to collect the statement for Baessler if Fellom did not send the email to Burrows. Fellom contacted Sheahan after the phone call and shared with Sheahan that Fellom had hung up on Olin. Fellom then forwarded the email to Sheahan.

Requested remedy – staff placed on admin leave and thorough investigation is done. Charges against Anneliese and Vanessa should be brought to the local board or filed with the IU per the IU Constitution and staff could advise and provide TA with the IU Constitution language but should not be advocating and driving (coercing) complaints to be made. The Council and Joe are the incorrect targets for complaints as this was a local event and local issue for which the Council has no jurisdiction.

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Would it be helpful

1 message

Independent VP <IndependentVP@oregonafscme.org>
To: Oregon AFSCME President <president@oregonafscme.org>

Sat, Aug 24, 2024 at 4:22 PM

If I sent you a complete set of registrations with contact info for all the local members at the local event last weekend? You would have names, emails and phone numbers. Anneliese

EXHIBIT

3

1 of 1

Executive Committee Meeting - Personnel Committee Empaneled

3 messages

Oregon AFSCME President <president@oregonafscme.org>

Fri, Aug 23, 2024 at 2:06 PM

To: Oregon AFSCME Treasurer <treasurer@oregonafscme.org>, Trustee 1 <trustee1@oregonafscme.org>, Trustee 2 <trustee2@oregonafscme.org>, Trustee 3 <trustee3@oregonafscme.org>, RD1 VP <rd1vp@oregonafscme.org>, RD2 VP <rd2vp@oregonafscme.org>, RD3 VP <rd3vp@oregonafscme.org>, RD4 VP <rd4vp@oregonafscme.org>, RD5 VP <rd5vp@oregonafscme.org>, CITY VP <cityvp@oregonafscme.org>, NLRB VP <nrbvp@oregonafscme.org>, Retiree VP <retireevp@oregonafscme.org>, Oregon AFSCME Second VP <secondvp@oregonafscme.org>, Meridith Hickman <secretary@oregonafscme.org>, County VP <CountyVP@oregonafscme.org>, Oregon AFSCME First VP <FirstVP@oregonafscme.org>, State VP <StateVP@oregonafscme.org>, Independent VP <independentVP@oregonafscme.org>, Special VP <specialVP@oregonafscme.org>
Cc: Joe Baessler <joe@oregonafscme.org>, Corey Nicholson <cnicholson@oregonafscme.org>

EXHIBIT

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Dear Oregon AFSCME Executive Committee,

I am writing to bring to your attention a serious matter that has recently come to light. We have received complaints from seven members of Local 132 and two staff members regarding an incident reported to have occurred at the CCPT Leadership Conference held from August 16 to August 18.

The nature of the complaints suggests that the incident involved racist behavior, which has had a negative impact on our staff and a group of Latinx members. We have received further reports of similar behavior and related conduct issues.

As an organization, we do not condone inappropriate conduct or racist behavior. To ensure that we handle this matter appropriately, we propose the following steps:

1. **Immediate Investigation:** Conduct an investigation into the reported incident and any related behaviors. This includes interviews with the affected parties, witnesses, and a review of any available documentation or evidence.
2. **Support for Affected Individuals:** Provide support and resources to those impacted by the incident.
3. **Policy Review and Training:** Review our current policies on conduct and diversity, equity, and inclusion. If necessary, update them to better address and prevent such incidents. Additionally, reinforce training for all members and staff to foster a more inclusive and respectful environment.
4. **Communication and Accountability:** Ensure that accountability measures are in place and that appropriate actions are taken based on the findings.

Concurrently, AFSCME Local 132's Board has filed a complaint regarding conduct of the executive director and staff. The complaints of staff, per policy, are being directed to the staffs' supervisors. The complaint regarding the executive director, also per policy, will be heard before the Oregon AFSCME Personnel Committee consisting of the Oregon AFSCME Executive Committee which will be impaneled during their regular meeting August 24, 2024 at 10:00 AM. To give the Personnel Committee adequate time to discuss

the issues, I am canceling the Sector Meetings at 10:30 and will presume that the Executive Committee will join the rest of the Executive Board at 11:00 AM.

All of these issues are to be considered confidential until the AFSCME Executive Board takes any and all appropriate action. While meetings are open to all members, the discussion of personnel, as is customary, will be made during an executive session that is not open to the public.

Oregon AFSCME is committed to creating a safe and respectful environment for all our members and staff. Your prompt attention to this matter and support in addressing these concerns will be crucial in upholding the values we stand for.

Thank you for your attention to this urgent issue. I look forward to discussing the issues and to working together to resolve this matter.

In Solidarity,

Fred Yungbluth

Oregon AFSCME President



L132 Complaint on Staff and ED Joe Baessler



Fred Yungbluth Jr.
Oregon AFSCME President
330-219-8279
My gender pronouns are he/him/his

Independent VP <IndependentVP@oregonafscme.org>
To: Oregon AFSCME President <president@oregonafscme.org>

Fri, Aug 23, 2024 at 4:31 PM

I hope you are going to follow IU Constitution. And I hope you will provide support for all of us. Anneliese
[Quoted text hidden]

Oregon AFSCME President <president@oregonafscme.org>
To: Independent VP <IndependentVP@oregonafscme.org>

Fri, Aug 23, 2024 at 5:55 PM

Annaliese,

What specific supports are you looking for and are concerned may be one sided?

EXHIBIT

4

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Fred Yungbluth
President of Oregon AFSCME
(sent from my phone, please excuse brevity)
[Quoted text hidden]

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Fwd: EL PRÓXIMO MIÉRCOLES 11 DE SEPT. a las 6:30pm ZOOM: Una Oportunidad de Compartir Inquietudes en una Reunión de Zoom con el Presidente del Comité de Equidad de ORAFSCME

1 message

Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>
To: Anneliese Sheahan <anneliese.sheahan@gmail.com>

Tue, Sep 10, 2024 at 3:22 PM

Sinceramente,
Sabi Velasco

Begin forwarded message:

From: Sabi Velasco <d.ejecutiva16faa@gmail.com>
Date: September 10, 2024 at 2:41:55 PM PDT
To: Sabi Velasco <sabiv1vpccptlocal132@gmail.com>
Subject: Fwd: EL PRÓXIMO MIÉRCOLES 11 DE SEPT. a las 6:30pm ZOOM: Una Oportunidad de Compartir Inquietudes en una Reunión de Zoom con el Presidente del Comité de Equidad de ORAFSCME

Sabi Velasco
Amazing Minds Child Development Center And Preschool, Inc.

----- Forwarded message -----

From: Marelín Díaz <diazmm80@gmail.com>
Date: Tue, Sep 10, 2024 at 2:28 PM
Subject: Fwd: EL PRÓXIMO MIÉRCOLES 11 DE SEPT. a las 6:30pm ZOOM: Una Oportunidad de Compartir Inquietudes en una Reunión de Zoom con el Presidente del Comité de Equidad de ORAFSCME
To: <d.ejecutiva16faa@gmail.com>, <amazingminds@comcast.net>

Begin forwarded message:

From: First VP <firstvp@oregonafscme.org>
Date: September 5, 2024 at 4:00:39 PM PDT
To: Aimee Olin <aolin@oregonafscme.org>, Jesse Burrows <jburrows@oregonafscme.org>, Odalis Aguilar <oaguilar@oregonafscme.org>
Subject: EL PRÓXIMO MIÉRCOLES 11 DE SEPT. a las 6:30pm ZOOM: Una Oportunidad de Compartir Inquietudes en una Reunión de Zoom con el Presidente del Comité de Equidad de ORAFSCME

Saludos, compañeras líderes sindicales:

EXHIBIT

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Mi nombre es Percy Winters, Jr. y soy el presidente del Comité de Equidad e Inclusión del Consejo 75 de AFSCME de Oregón y primer vicepresidente.

Me pongo en contacto con ustedes con la esperanza de que todas estén dispuestas a compartir conmigo cualquier inquietud o impacto negativo que puedan haber experimentado el mes pasado en la conferencia que asistieron.

He organizado ***una reunión de Zoom para el miércoles 11 de septiembre a las 6:30pm.*** Se proporcionará interpretación.

Enviaré una invitación de calendario para esta reunión, pero también adjunté el enlace de Zoom a continuación.

Espero escuchar de ustedes,

Join Zoom Meeting

<https://oregonafscme-org.zoom.us/j/81523098727>

Meeting ID: 815 2309 8727



Percy Winters, Jr | First Vice President
Harvard Law School Graduate
Oregon AFSCME Council 75
firstvp@oregonafscme.org

EXHIBIT

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Fwd: NEXT WEDNESDAY, SEPT. 11 at 6:30pm ZOOM: An Opportunity to Share Concerns in a Zoom Meeting with the Chair of the ORAFSCME Equity Committee

1 message

Diamond Executive <d.ejecutiva16faa@gmail.com>
To: Anneliese Sheahan <anneliese.sheahan@gmail.com>

Tue, Sep 10, 2024 at 3:22 PM

Sincerely,
Velasco said

Begin forwarded message:

From: Sabi Velasco <d.ejecutiva16faa@gmail.com >
Date: September 10, 2024 at 2:41:55 PM PDT
To: Sabi Velasco <sabiv1vpccptlocal132@gmail.com >
Subject: Fwd: NEXT WEDNESDAY, SEPT. 11 at 6:30pm ZOOM: An Opportunity to Share Concerns in a Zoom Meeting with the Chair of the ORAFSCME Equity Committee

Sabi Velasco
Amazing Minds Child Development Center And Preschool, Inc.

----- Forwarded message -----

From: Marelín Díaz <diazmm80@gmail.com >
Date: Tue, Sep 10, 2024 at 2:28 PM
Subject: Fwd: NEXT WEDNESDAY, SEPT. 11 at 6:30pm ZOOM: An Opportunity to Share Concerns in a Zoom Meeting with the Chair of the ORAFSCME Equity Committee
To: <d.ejecutiva16faa@gmail.com >, <amazingminds@comcast.net >

Begin forwarded message:

From: First VP <firstvp@oregonafscme.org >
Date: September 5, 2024 at 4:00:39 PM PDT
To: Aimee Olin <aolin@oregonafscme.org >, Jesse Burrows <jburrows@oregonafscme.org >, Odalis Aguilar <oaguilar@oregonafscme.org >
Subject: NEXT WEDNESDAY, SEPT. 11 at 6:30pm ZOOM: An Opportunity to Share Concerns in a Zoom Meeting with the ORAFSCME Equity Committee Chair

Greetings, fellow union leaders:

My name is Percy Winters, Jr. and I am the Chair of the AFSCME
Oregon Council 75 Equity and Inclusion Committee and First Vice

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Chair.

I am reaching out to you in the hope that you would all be willing to share with me any concerns or negative impacts you may have experienced last month at the conference you attended.

I have arranged **a Zoom meeting for Wednesday, September 11th at 6:30pm** . Interpretation will be provided.

I will send a calendar invite for this meeting, but I have also attached the Zoom link below.

I look forward to hearing from you,

Join Zoom Meeting

<https://oregonafscme-org.zoom.us/j/81523098727>

Meeting ID: 815 2309 8727



Percy Winters, Jr | First Vice President
Harvard Law School Graduate
Oregon AFSCME Council 75
firstvp@oregonafscme.org

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Please add to agenda for March from Rachel and I

5 messages

Independent VP <IndependentVP@oregonafscme.org>

Thu, Feb 15, 2024 at 8:28 PM

To: Oregon AFSCME President <president@oregonafscme.org>, raeh76190@hotmail.com

1. Discuss ULP and concerns about legal assistance to locals
2. Discuss concerns Providers Services Fund (my child care providers have had enough and reputation is being damaged)

Thanks. Anneliese

Oregon AFSCME President <president@oregonafscme.org>

Fri, Feb 16, 2024 at 2:32 PM

To: Independent VP <IndependentVP@oregonafscme.org>

What ULP and what specifics are you looking for w legal assistance

Fred Yungbluth
President of Oregon AFSCME
(sent from my phone, please excuse brevity)
[Quoted text hidden]

Independent VP <IndependentVP@oregonafscme.org>

Fri, Feb 16, 2024 at 11:29 PM

To: Oregon AFSCME President <president@oregonafscme.org>, raeh76190@hotmail.com, "lisaduffield132@gmail.com" <lisaduffield132@gmail.com>

We have some concerns to bring to the board about our legal department being late filing and specifically the ULP we took forward that we lost bc it wasn't filed timely. Now we have same issue with council staff sitting on (refusing) to discuss and put forward timely filing on new rules. This has been an ongoing repetitive pattern of failing to act and then our members are hurt. And late filing of arbitration issue (also being repeated).

Anneliese
[Quoted text hidden]

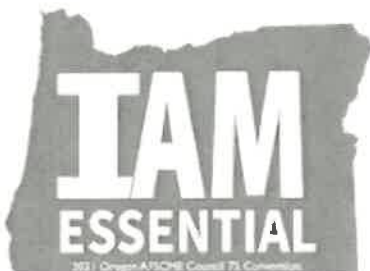
Oregon AFSCME President <president@oregonafscme.org>

Wed, Feb 21, 2024 at 3:32 PM

To: Independent VP <IndependentVP@oregonafscme.org>

Are you able to write a report for background so people have some background. Submit it to Meridith @ secretary@oregonafscme.org by Friday, please

Thanks
Fred



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10f2

Fred Yungbluth Jr.
Oregon AFSCME President
330-219-8279
My gender pronouns are he/him/his

[Quoted text hidden]

Independent VP <IndependentVP@oregonafscme.org>
To: Oregon AFSCME President <president@oregonafscme.org>

Wed, Feb 21, 2024 at 6:29 PM

Yes. Absolutely. I will try to get that done this week. Anneliese
[Quoted text hidden]



For Saturday Board mtg 2/24/24

Independent VP <IndependentVP@oregonafscme.org>

Sat, Feb 24, 2024 at 2:02 AM

To: Oregon AFSCME Secretary <secretary@oregonafscme.org>

This is the best I can do -- stayed up after work to get it done. I do have a bunch of supporting docs but decided that would be overwhelming. Anneliese

[Quoted text hidden]



2024_2_24 CCPT information.pdf

230K

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Draft Statement Local 132 Issues 2/24/24

1. The American Federation of State, County & Municipal Employees Child Care Providers Together (hereinafter "Union") is a labor organization within the meaning of ORS 243.650(13).
2. The Department of Administrative Services, on Behalf of the State of Oregon (hereinafter "State") is a public employer within the meaning of ORS 243.650(20).
3. The Local Union and Council are parties to a collective bargaining agreement.
4. Anneliese Sheahan ("Sheahan") is a family child care provider. Sheahan owns and operates a Department of Early Learning and Care ("DELIC") licensed and ERDC-listed family child care facility pursuant to ORS 329A.430(3), and is a public employee as defined by ORS 243.650(19). Sheahan serves on the Executive Board of Local 132 CCPT AFSCME as the Treasurer. Sheahan also serves as the local's chief steward and the local union representative as defined by ORS 183.459 (subject to OAR 414-075-0300 as cited below).
5. See Stacy's letter for information/historical context.
6. Sitting on rule changes – not filing appellate action to injunct the rules. Our CBA Article 10 is subject to rules and laws – there is a direct tie in on all of this to our CBA and the Duty of Fair Representation.
7. Sitting on bill HB 4098 – did not inform local nor gave us any warning. No notice. 2023 HB 3558. And the more notorious 2021 HB 4005 (PSF at odds with our contract – Andy F got the job after trying to force this down our throats for bargaining 2021 and then we couldn't settle contract and council wouldn't take to arbitration and then after the bill passed and PSF got funded, then miraculously we got mostly what we wanted). And others. Also the recent legislation from Odalis's email (earlier this week) that AFSCME has apparently been pushing without our knowledge – given that this is a short session and things are happening fast). We get more information from those on the opposite side than we do from our own union. This has been an ongoing problem. How do we miss bills that are tied to DELIC?
8. Provider Services Fund complaints from providers: non-responsive, lies, won't discuss and meet about complaints with union, Rachael Lamet, Kym Weathers, there's a long list and FB is full of posts.
9. PSF uses our local and advertises as if our local has endorsed them. This could not be further from the truth. Legally there should be MORE separation. Andy Friedman called up and complained when he showed up to an ongoing MEET AND CONFER session of our local's bargaining workgroup on retirement. There appears to be some ongoing confusion about PSF being Union (when convenient) and not being Union (when it isn't). This must stop. Given: 1. Bad reputation with providers, 2. Concern from stakeholders in EC&L community, 3. Ongoing behavior of the grant team, 4. Refusal to meet and discuss as TRI-WOU and other contractors of

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DELC do, 5. Given that they have state funds. 6. Given the exorbitant de minimis rate that PSF wanted for the HY grant compared to what the local has spent and done. 7. The apparent cash cow that PSF views providers as – there seems to be a money-making emphasis that concerns our local and many of our members have started “doing the math” around the app, the grants, and some of the other “services”. There is so much distrust in fact that our providers are starting to send us RECORDINGS of their interactions with PSF staff. We don’t have providers sending us recordings of any other entities – except DPU and on rare occasions licensing.

10. Continued use of a second CCPT logo by the council on the “find union childcare” and union member sign up site -- a logo never approved by our local and never proven to have been approved by the IU.

These issues need to be addressed. Council staff should not be trying to control our local and should not be working at odds with our local. March 14, 2016, was the first time our local documented this trend. It has been an ongoing issue. We have tried sending emails and letters. We have tried working directly with staff. Our staff rep/organizer, is currently stressed trying to go between what council thinks is best and what local thinks is best. Bottom up or top down? We are pretty sure that AFSCME is supposed to be bottom up – member driven. That’s the mission and philosophy, right?

Furthermore, our Spanish speaking members represent half (or better) of our bargaining unit and are easily 5x more active 50% (or better) of our dues paying members. Why is our new incoming staff rep not bilingual? This is a huge disrespect to our Spanish speaking members many of whom have expressed outrage and feel disrespected. While we applaud the council’s efforts to interpret and translate, our members deserve to be valued and should be able to communicate with our staff. It is concerning that a Spanish-speaking candidate came in second to a candidate who speaks no Spanish (and from the sound of it was also better qualified). Our local does not have a say in who is hired but the Executive Board and ECommittee do and this should be discussed.

PECBA

243.672 Unfair labor practices; complaints; filing fees. (2) Subject to the limitations set forth in this subsection, it is an unfair labor practice for a public employee or for a labor organization or its designated representative to do any of the following:

(a) Interfere with, restrain or coerce any employee in or because of the exercise of any right guaranteed under ORS 243.650 to 243.809.

(b) Refuse to bargain collectively in good faith with the public employer if the labor organization is an exclusive representative.

(c) Refuse or fail to comply with any provision of ORS 243.650 to 243.809.

243.672 Unfair labor practices; complaints; filing fees. (1) It is an unfair labor practice for a public employer or its designated representative to do any of the following:

(a) Interfere with, restrain or coerce employees in or because of the exercise of rights guaranteed in ORS 243.662.

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(b) Dominate, interfere with or assist in the formation, existence or administration of any employee organization.

IU Constitution

Bill of Rights for Union Members:

2. Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.

3. Members shall have the right to conduct the internal affairs of the union free from employer domination.

7. Members shall have the right to full participation, through discussion and vote, in the decisionmaking processes of the union, and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.

Article II Objectives

The objectives of this Federation are:

B. To promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as the most desirable, democratic, and effective method to achieve this. Both as union members and as citizens, we shall also employ available legislative and political action.

Section 22. To extend the membership, to coordinate the activities of local unions, and to render greater service to the membership, the American Federation of State, County and Municipal Employees may charter councils composed of local unions in any appropriate jurisdiction, as determined by the International Executive Board or by the International President, subject to the approval of the International Executive Board. Each council charter shall establish the name, the number, and the jurisdiction of such council.

Article IX

Section 50. The constitution of every subordinate body of the Federation shall contain the following provisions:

B. "Except to the extent specified in this constitution, no officer of the local union [or council or retired employee chapter or subchapter] shall have the power to act as agent for or otherwise bind the local union [or council or retired employee chapter or subchapter] in any way whatsoever. No member or group of members or other person or persons shall have the power to act on behalf of or otherwise bind the local union [or council or retired employee chapter or subchapter] except to the extent specifically authorized in writing by the president of the local union [or council or retired employee chapter or

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subchapter], or by the executive board of the local union [or council or retired employee chapter or subchapter].”

Section 54. This Constitution shall constitute a contract between the American Federation of State, County and Municipal Employees and each of its subordinate bodies individually. All subordinate bodies shall at all times be subject to the provisions of the International Constitution.

Council Constitution

Rules that should be disputed under ORS 183 Appellate Court

414-075-0010 (contextual not for dispute) Definitions

(6) “Child Abuse or Neglect” means as defined as “abuse” in ORS 419B.005 including but not limited to physical abuse, emotional abuse, sexual abuse, negligent treatment or maltreatment, and threat of subjecting a child to a substantial risk of harm to the child’s health or welfare.

(7) “Child Protective Services” or “CPS” means the program as defined in OAR 413-015-0115.

(8) “Civil Penalty” means a fine imposed by CCLD for violation of one or more applicable rules or statutes

(9) “Complaint” means written or verbal information received from any source that a facility is providing or has provided care in a manner potentially in violation of a state law or administrative rule within the authority of CCLD

(16) “Finding” means a written determination by CCLD staff with respect to information received, a complaint, or an observed noncompliance with a requirement in ORS 329A.030 or ORS 329A.250 through 329A.500 or rules adopted by the Early Learning Council pursuant to ORS 329A.030 or ORS 329A.250 through 329A.500.

(17) “For Cause” means that the reason for a denial or nonrenewal of a license or enrollment in the CBR or the revocation of a license or removal from the CBR was based on a determination that: (a) With respect to a CBR application or enrollment, an individual was found not suitable after a review of history, including but not limited to criminal, child abuse and neglect, negative foster care certification, or negative adult protective services history, and of information related to the history; or Oregon Department of Early Learning and Care • Child Care Licensing Division • www.oregon.gov/delc • Page 6 (b) With respect to a license, the licensee failed or fails to meet licensing requirements and is or has operated in a manner which is harmful to the health and safety or wellbeing to children. For purposes of this rule, “harmful” means posing a risk of or actually causing physical, emotional, or mental damage to child care children, and includes but is not limited to any violation of: (A) A requirement designed to protect children from physical hazards; (B) Applicable guidance and discipline rules involving inappropriate punishment; (C) A requirement to exclude from the facility a person who has demonstrated behavior that may have a detrimental effect on children; (D) A requirement to report suspected child abuse or neglect; (E) A requirement involving safe sleep for infants; or (F) Applicable supervision rules resulting in: (i) A child escaping the facility; (ii) A child being left behind from or on a

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field trip without supervision; or (iii) A child being injured when the injury could have been prevented with proper supervision.

(18) "Investigation" means the collection and review of information received by CCLD of prompted by an allegation of a rule or statute violation including but not limited to a crossreport of a child abuse and neglect received by law enforcement or the ODHS, or other information received by CCLD. An investigation includes but is not limited to a tandem investigation as defined in this rule and includes any activities as listed in ORS 329A.390(7) or OAR 414-075-0130.

(27) "ODHS" means the Oregon Department of Human Services.

(29) "OTIS" means the Office of Training, Investigations and Safety in ODHS.

(31) "Person" means an individual human being, an entity to whom CCLD has issued a record or a license to operate a certified child care center or certified school-aged child care center, or an individual or entity operating a license exempt child care facility.

(32) "Premises" means the physical location used or alleged to be used by a facility to provide care subject to regulation or investigation by CCLD, including all indoor and outdoor areas not directly used for child care.

(37) "Sensitive Allegations" means allegations that in the judgment of CCLD staff should not be discussed in the hearing of child care children who are present and old enough to understand a conversation that would necessarily include discussion of sexual activity or sex abuse or any individual's personal medical information or medical or disability diagnoses

(42) "Tandem Investigation" means an investigation conducted by CCLD jointly with representatives from partner agencies, including but not limited to ODHS and its divisions or units.

414-075-0130 Complaints and Investigations (1) Unless already open regarding the same allegations, a complaint will be opened based on CCLD's receipt of any of the following concerning licensed facilities, recorded programs, or unlicensed facilities alleged to be providing care for which a license or record is required: (a) A cross-report of child abuse or neglect from law enforcement agencies, ODHS, or OTIS, including a report that was closed at screening; (b) A report or information from or forwarded by another state or local agency or governmental unit; (c) A report or information from facility staff; or (d) Information received from the general public.

(2) CCLD will encourage an individual or entity making a complaint to provide CCLD with their identity and contact information, subject to ORS 329A.390(4) prohibiting CCLD from disclosing the name, address, or other identifying information about the individual or entity that made the complaint, except as follows: (a) CCLD may share contact information for the individual or entity that made a complaint within the CCLD or with any agency or individual performing a tandem investigation with CCLD related to the complaint for purposes of confirming factual information or obtaining additional information; and (b) CCLD may disclose to an individual that it received a cross-report from law enforcement agencies, ODHS, or OTIS when such cross report is the child abuse or neglect history that has triggered a review of the individual's suitability for enrollment in the Central Background Registry, but may not disclose the name, address or other identifying information about the individual or entity that made the report to law enforcement, ODHS, or OTIS.

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(3) CCLD may investigate any complaint that alleges a violation of a health and safety requirement received regarding any facility, including licensed facilities, recorded programs, and subsidized care facilities, as provided by these rules when the allegations indicate noncompliance with a provision in ORS 329A.250 to 329A.500 or a provision in Oregon Administrative Rules Chapter 414, Divisions, 175, 180, 205, 305, 310, 350, 400, 425 or 450

(7) CCLD staff may, but is not required to, use any method of investigation authorized by ORS 329A.390(7). In conducting an investigation CCLD staff may: (a) Make one or more visits to the facility under investigation to inspect the premises. (b) Receive, take, record, document, and review evidence. (c) Interview staff, volunteers, parents of child care children, or other individuals who have relevant information. (d) Request documents related to the matter under investigation. (e) Inspect and observe the operations of the facility. (f) Investigate collaboratively with partners. Oregon Department of Early Learning and Care • Child Care Licensing Division • www.oregon.gov/delc • Page 11 (g) Take the depositions of witnesses, including the person under investigation, in the manner prescribed by law for depositions in civil actions; (h) Compel the appearance of witnesses, including the person under investigation, in the manner prescribed by law for appearances in civil actions; (i) Require answers to interrogatories; (j) Compel the production of books, papers, accounts, documents or testimony that pertains to the matter under investigation; and (k) Issue subpoenas.

(8) A registered, certified, recorded, or subsidized care facility must provide records or other documentation, and allow CCLD access to the facility for the purpose of conducting an investigation as required or permitted by ORS 329A.390 or these rules. CCLD or the Department as applicable: (a) May revoke for cause or deny for cause renewal of a registration, certification, record, or approval of subsidized care facility if access to the facility or its records has not been permitted. (b) May obtain a search warrant to obtain access to a facility as provided by ORS 329A.410 when access has not been permitted. (c) May revoke for cause or deny for cause renewal of a registration, certification, record, or approval of subsidized care facility when access was denied and later permitted only pursuant to a search warrant. (Constitutional grounds)

(9) If the provider denies CCLD access to the premises or to facility staff for purposes of conducting an investigation of a complaint, CCLD may reach a valid finding based solely on other evidence independently obtained and that reasonably could have been corroborated or contradicted by information from the visit or interviews that the provider did not allow. (Constitutional grounds)

(10) A provider or licensee must provide truthful, complete, and accurate information to CCLD staff in connection with any application, records or reports including attendance records, written or verbal communication, inspection, visit, or investigation. (a) When an applicable rule requires information to be provided immediately, it must be provided during the visit or if not in connection with a visit within 24 hours of CCLD's request. (b) Information not required by rule to be provided immediately must be provided within 48 hours of CCLD's request for it to be considered in the investigation. CCLD may issue a finding without reviewing information provided more than 48 hours after CCLD's request. (Constitutional grounds)

(11) An individual who is questioned by CCLD in connection with an investigation of a complaint may refuse to answer specific questions or provide documents by stating that the refusal is based on the privilege against self-incrimination, including when the answer to the question or the documents, if produced by the individual, would furnish a link in the chain of evidence needed for a criminal

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prosecution. CCLD is not required to inform an individual of this rule prior to questioning the individual. (Constitutional grounds)

(14) The facility must prioritize children's needs during any in-person visit and may not rely on the presence of CCLD staff at the facility to justify noncompliance with any requirement. (Constitutional grounds)

(23) A child care facility may not interfere, discourage, or attempt to prevent a parent, legal guardian, current or former employee or volunteer from disclosing information to CCLD, law enforcement, any other entity with legal or regulatory authority over the facility, or to a child's parent concerning allegations of any of the following as provided by ORS 329A.348: (a) Abuse or mistreatment of a child in the child care facility; (b) Violations of licensing requirements; (c) Criminal activity at the facility; (d) Violations of state or federal laws, or (e) Any practice that threatens the health and safety of a child in the child care facility. (Constitutional grounds)

(24) Interference with good faith disclosures as described in section (23) of this rule includes: (a) Terminating or threatening to terminate care of a child if the parent or legal guardian of child discloses the information; or (Constitutional grounds)

(3) A labor union representative may not make legal argument on behalf of the provider. (a) "Legal argument" does not include arguments listed in section (2)(a) through (e) of this rule. (b) "Legal argument" includes arguments on: (A) The jurisdiction of CCLD to hear the contested case; (B) The constitutionality of a statute or rule or the application of a constitutional requirement to the CCLD; and (C) The application of court precedent to the facts of the particular contested case proceeding.

(8) An authorized labor union's representation of a provider in a hearing may not include: (a) Entering into binding settlement agreements on behalf of the provider; (b) Issuing subpoenas for witness attendance at the hearing. (A) If a provider determines that a necessary witness is unwilling to testify, the provider or an authorized labor union representative may request that CCLD subpoena the witness by submitting a written request including the name, phone number, physical address, and description of anticipated testimony to CCLD no less than 30 calendar days before the date scheduled for hearing. (B) CCLD is not required to subpoena witnesses on behalf of the provider unless CCLD agrees that the testimony of the witness is necessary for a full and fair hearing. (C) CCLD is not required to subpoena witnesses on behalf of the provider for a hearing on an emergency order suspending a license or Central Background Registry enrollment or imposing a condition on a license. (D) CCLD will notify the provider or authorized labor union representative of whether it will issue a subpoena pursuant to the request within 10 business days of receipt of the request. (E) If CCLD does not agree to subpoena the witness as requested pursuant to this subparagraph, the provider may retain counsel to represent them in the hearing and issue the subpoena.

The law should be contested as well – seeking injunction at federal court level as the proper venue and jurisdiction – especially the law which passed in 2023 – for 414-075-0130 (23) above. 414-075-0300 is related to HB 3073 – and those provisions were not in there.

Additionally, we should be injunctioning Subsidy Suspensions and ERDC "enrollment based pay" exclusions for "planned closures". – Both are "wages" parity with other State Employees. We've sat on these 2

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issues for more than 2 years and let our providers be harmed economically and force them to work for free.

Additionally on procedural and substantive grounds for 414-175-0075 (3)

- (i) Child care providers are eligible to receive a late payment fee from the Department of 9% of the payment issued for a billing form when all the following are met: ¶ (A) The provider's billing form was processed more than 4 business days after the completed billing form was received by the Department, ¶ (B) The provider initiated the request for the late payment fee within 30 calendar days of the payment being processed, ¶ **(C) Providers request the late payment fee using the Department's request form or represented child care providers may initiate the request and follow the grievance process as outlined in the collective bargaining agreement,** and ¶ (D) The late payment was not caused due to exceptional circumstances. "Exceptional circumstances" means circumstances beyond the reasonable control of the Department including: ¶ (i) State declared natural disaster, ¶ (ii) System outages or failure that prevents payment issuance, ¶ (iii) Federal Government shutdown, or ¶ (iv) A cause that originated outside the Department that the Department could not prevent. ¶

The language in bold was stricken AFTER the public hearing (even though this is what was presented at the public hearing AND filed with the SOS) and public comment period ended. The RAC reviewed and approved the language of above. The State is now trying to stop grievances on the issue and force providers (train them) to NOT GO THRU OUR UNION. This is a clear violation of PECBA and is an act designed (as was the implementation of the use of Joe Litke and his position at DHS) to shut out the union and stop providers from exercising our Article 8 Grievance rights. This came out of HB 2468 AFSCME's Bill in 2023. Clearly NOT what we intended. We also failed to act when ODHS stopped letting us know when providers were placed in failed status (and then when DHS added the subsidy suspensions) and also when ELD (now DELC) refused to continue to notify union of providers who are suspended, denied or revoked for license or CBR. Additionally, DELC still isn't letting providers know that they have the right to be represented by their union on ALL of these issues despite there being legal rights for providers now (for more than 6 months).

2023 HB 3558 Sponsored by Rep Reynolds at the request of the ELD) This really should be DELC?

<https://olis.oregonlegislature.gov/liz/2023R1/Downloads/MeasureDocument/HB3558/Enrolled>

329A.348. **(1) A child care facility may not interfere with the good faith disclosure of information by [an] a parent, legal guardian or a current or former employee or volunteer concerning the abuse or mistreatment of a child in the child care facility, violations of licensing or certification requirements, criminal activity at the facility, violations of state or federal laws or any practice that threatens the health and safety of a child in the child care facility to:** (a) The [Office of Child Care] Department of Early Learning and Care, a law enforcement agency or other entity with legal or regulatory authority over the child care facility; or (b) The child's parent, legal guardian or personal representative as defined in ORS 192.556. **(2) A child care facility interferes with the disclosure of the information described in subsection (1) of this section by:** (a) Asking or requiring the employee or volunteer to sign a

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nondisclosure or similar agreement prohibiting the employee or volunteer from disclosing the information; (b) Training an employee or volunteer not to disclose the information; [or] (c) Taking actions or communicating to the employee or volunteer that the employee or volunteer may not disclose the information[.]; **(d) Terminating or threatening to terminate care of a child if the parent or legal guardian of the child discloses the information; or** (e) Asking a parent or legal guardian of a child to sign a nondisclosure or similar agreement prohibiting the parent or legal guardian from disclosing the information or communicating to a parent or legal guardian that the parent or legal guardian may not disclose the information. **(3) The [office] department may revoke or suspend the certification of a child care facility that is found to have violated subsection (1) of this section.** (4) The disclosure of information to a child's parent, legal guardian or personal representative under subsection (1) of this section does not relieve the employee or volunteer of any obligation to report the abuse of a child.

By its own admission in front of a room full of people on Friday February 16, 2024, Alicia Gardiner, Director of Licensing stated that DELC and OTIS will NEVER investigate or seek information as to whether or not the complaint was made in good faith (or not). So literally EVERY complaint is considered to be in good faith and even if it was a malicious or retaliatory complaint, a provider is stuck (forced) into specific performance of the child care business relationship as provider or employer.

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Final Election Protest Report and Findings/Conclusion for vote by board tonight

1 message

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Tue, Apr 12, 2022 at 5:57 PM

To: LISA DUFFIELD <lisaduffield132@gmail.com>, AMY SHAW <mrsshaw12@gmail.com>, Brenda Sanz <brendasanzdaycare@gmail.com>, Ali Sanz <alisanz79@gmail.com>, OrianawOlchesky@gmail.com, Ana Rivera <riveraanna2@gmail.com>, Rionna Ruley <rionnaruley@gmail.com>, Vanessa Brown <littlewanschilddcarekf@gmail.com>, jaebis <jaebis13@gmail.com>
Cc: AUTUMN DAVID <autumnd3131@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

Attached is the report of the Elections Committee on the Election Protest that the board will be discussing tonight. Please do not share this with anyone before the vote by the board tonight and please do not share it outside of the board beyond this evening. Any requests for copies of this report should go through the President of the Local -- Lisa Duffield. I can provide an explanation that is addressed by the AFSCME Constitution for anyone that desires it. This is something you can view and you can save but it should not be shared with the public or anyone outside of board business. Thanks
Anneliese

--

Anneliese Sheahan

Union Steward
Oregon CCPT, AFSCME
518-506-0539
anneliese.sheahan@gmail.com
www.oregonccpt.com

**2022 1st VP Election Newman Protest Committee Investigation and Recommendations Report.pdf**
292K**EXHIBIT**

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Elections Committee Investigation Newman/Velasco for Newman's Protest
In election for First Vice President Local 132 CCPT-AFSCME

Election Timeline:

March 8th 6:00P Nominations meeting by conference call and in person Salem AFSCME office

March 10th 3:45P Newman text to Sheahan regarding completed draft of Newman's campaign mailer (MN31)

March 16th 7:50P Newman emails Muehe- to ask if they can send out the flyer and ask how much I have to pay asap. (MN17 & MN18 & MN19)

March 16th 7:54P Newman emails Muehe- ask if the email she just sent is the correct format and please let her know how much the cost will be immediately (MN7)

March 17th 10:44A Muehe emails Newman- I just want to reach out and let you know that I'll look into this and get back to you today (MN9 & MN10)

March 17 1:06P Newman text to Sheahan regarding procedures (MN31)

March 17 1:08P Newman emails Muehe-I'm waiting for you to tell me how much and when the letters will go out? (MN13)

March 17 1:10P Newman text to Sheahan that Newman has the info she needs (MN31)

March 17 1:10P Newman emails Muehe-Ok great (MN11 & MN12)

March 17 2:28P Incoming call to Newman from Muehe (MN2)

March 17 2:34P Newman text to Sheahan that Council refused to print but could mail out with labels and postage (MN31 & MN32)

March 17 4:35P Sheahan text to Newman regarding the process (MN32)

March 17 4:45P Newman text to Sheahan "I already figured it out. Thanks." (MN32)

March 18 Ballots mailed by David.

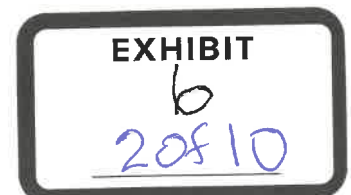
March 24 4:45P Muehe leaves Newman a voice mail transcribed by Newman's phone service (MN1)

March 24 4:58P Olin emails Formella- Local 132 has an election for 1st VP and one of the candidates created a candidate write up for herself and asked me if we can copy and mail to our members for her. I don't know the rules on local elections on what C75 or the local or I myself as the staff rep. am allowed to do. I'd like to help her print & mail it out if that's possible. If so, does she pay for postage herself or would C75 cover that charge? Any info you can share would be appreciated.

March 24 5:07P Formella emails Olin-The council can do one mailing per candidate but each candidate has to cover the charge of the mailing.

March 24 8:04P Newman receives incoming call from Muehe (MN3)

March 25 8:56A Olin emails Formella emails Olin, Baessler, Muehe, Moskal-Ok thank you! So to clarify you are saying we can put the mailing out for them (print, stuff envelopes, print labels etc.) but they pay the postage, correct? (MN15 & MN16)



**Elections Committee Investigation Newman/Velasco for Newman's Protest
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March 25 9:45A Formella emails Olin, Baessler, Muehe, Moskal-Looping in Moskal. She knows the past practice of how we've done these. The entire mailing is at the cost of the member which includes staff time.

March 25 10:47A Olin emails Newman-See below answers to our questions If you email me your flyer, I will get it to Moskal/Muehe who will put it together. (MN15)

March 28 1:13P Newman texts David requesting local's election committee to send the mailer out. (MN38) David declines.

March 30 11:06P Sheahan texts to Newman about inappropriate post to CCPT Public Page (MN33 & MN34)

April 1 4:10P Muehe sends out email to Local 132 membership Newman's translated campaign mailer (MN36 & MN37)

April 1 4:27P Sheahan texts Newman regarding email of campaign mailing (MN34)

April 5 1:23P Baessler notifies local and local staff to set up Zoom, Sheahan texts Newman and Velasco (MN35)

April 5 6:00P Elections committee members David, Wehrend and Sheahan meet at AFSCME Salem office to count ballots, joined virtually through Zoom by Newman and Velasco. (Elections Committee report and envelope with all elections materials)

April 5 8:18P Newman files protest over election to committee chair David (MN5)

Newman's Email dated April 5, 2022, at 8:18 pm

From: PlayDayCare Center <playdaycare@yahoo.com>
Date: April 5, 2022 at 8:18:46 PM PDT
To: AUTUMN DAVID <autumnd3131@gmail.com>
Subject: I want to file a Protest

Good evening Autumn David, [Elections Committee Chair]

I writing in regards of the election, and the results.

Im asking that the committee consider a re-run for these reasons,

1. The 1st VP spot was actually already done when Velasco joined the call, late. It was then redone.
2. I asked Council 75 to send my campaign letter out to all Childcare Providers and was told by J.Muehe that they can not do it, but then 2 and 1/2 weeks later he left me a voicemail on my home phone, stating he was wrong (after I contacted Council 75 myself, they then informed him of the rules) and that is when he said that he was wrong and that they can do it.

Facts: March 16 and 17,2022 (via email) I asked how much do I need to send for the cost of the letters to be sent out.

J.Muehe replied on 3/17/22 that he will get back with me.

I sent him my campaign letter via email about 3-4 times but He didn't call me until 3/24/22, apologizing that he told me the wrong information.

(I was already informed from Council that they can do that and that I would have to pay for all expenses) He then took an additional 8 days to send it out.(via email) 4/01/2022 (but ONLY because it

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was so late, is the reason he sent it through email) Which he sent out on April 1st (email.) A lot of people may have not gotten and or checked their email. Also, most people had already sent their vote in. I want to file a protest immediately.

End of Newman's email dated April 5, 2022 to Elections Committee

Issues at Protest:

1. The Nomination Procedures as part of the Election Procedures: alleging that Velasco's nomination was not made timely or that it was accepted out of order affecting the results of the election to Ms. Newman.
2. The Election Procedures: alleging that the Council's delay in getting out the 1 mailing provided for in the AFSCME International Constitution and the Elections Manual affected the results of the election adverse to Ms. Newman.

Evidence was gathered including:

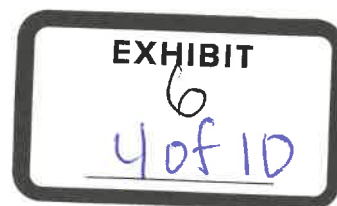
- Minutes from Nominations Meeting (P1-8 David, notetaker and chair)
- Nominations Call (P9-12)
- Emails and evidence of other communications between Council and Ms. Newman regarding the mailing (from Ms. Newman)
- Postmarks on the envelopes (when were the ballots postmarked)
 - Reviewed by elections committee: Autumn David, Brenda Sampson and Anneliese Sheahan at 4 pm on Saturday April 9, 2022, at the Salem AFSCME Office.
 - Dated March-- 76
 - Dated April -- 19
 - Total Counted Ballots -- 95 (105 envelopes total with 106 ballots total)
 - 20% of ballots mailed on or after April 1, 80% of ballots mailed prior to April 1, 2022.
- IU Constitution applicable sections (link below)
- CCPT Constitution and applicable sections (www.oregonccpt.com)
- Elections Manual Applicable Sections (printed below)

Questions for Ms. Newman

Ms. Newman was given an explanation by the elections committee that the elections committee would be investigating the protest issues raised by Ms. Newman and would be presenting these at the next board meeting 4/12/22, at which time the board would make its decision. If the election is set aside will Ms. Newman be sending out the mailing for the subsequent election as she had planned to do in the initial (set aside) election? Ms. Newman answered, "Yes." Ms. Newman inquired as to what date she would need to have that done by. Ms. Newman was told by elections committee to wait until the Local 132 board had made its decision on 4/12/22.

IU Constitution -- AFSCME-International-Constitution.pdf starts on p 143

Elections Manual -- AFSCME Local Union Election Manual | American Federation of State, County and Municipal Employees (AFSCME)



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CCPT Constitution [Constitution Child Care Providers Together L132.pdf \(oregonccpt.com\)](http://oregonccpt.com)

Of particular concern on this issue #1

Challenges A "challenge" is a formal objection to someone's right to run for office. It must be raised by a member before the election is actually held. A challenge must be based on some provision of the constitution of the International Union or of the local union. Examples of valid bases for challenges are:

1. The nominee has not been a member of the local for the length of time required by the constitution.
2. The nominee has retired or has stated the intent to retire before the date of the election.
3. The nominee is ineligible because the nominee is a member of the union staff. (This basis is valid only if the local constitution requires that candidates be working in the jurisdiction of the local.)
4. The nominee has been declared ineligible for a time period which includes the date of the election as a result of charges and a trial held under provisions of the International Union Constitution.
5. The nominee is ineligible because the nominee is employed in a position for which another labor organization is the exclusive representative with regard to wages, hours or other terms and conditions of employment.

Any challenge that is raised must be referred immediately to the election committee. The committee should meet as quickly as possible, offering both the challenged nominee and the member making the challenge the opportunity to be heard. The committee may also wish to examine official records affecting the challenge, and it has an absolute right to do so. The committee must then decide the matter and report its decision to the membership before the election takes place.

Action on a challenge may later be appealed to the Judicial Panel, under the provisions of Section 4 of Appendix D of the International Constitution. The filing of such an appeal, however, cannot be used as a basis for delaying the election.

Of particular concern on this issue #2:

Election campaigning. The general provisions on the rights and the restrictions on campaigning for office in the local union can be found in Section 1 of Appendix D of the International Constitution. Basically, these provisions are as follows:

1. No union funds or resources, and no funds or resources of any employer, can be used in campaigning for union office.
2. No publication of any kind which is sponsored by or supported by the union can make any endorsement or otherwise support any candidate for union office.
3. Any member who has been nominated for office or who announces an intention to run for office has the right to one mailing to the membership made through the union office before the election. This mailing is not to be made at the union's expense. It is probably this third provision that is the most misunderstood. Note that the right is "the right to mail," not "the right to print." The candidate must prepare the materials to be mailed, furnish the envelopes, do the stuffing and sealing, and put on the stamps or furnish the money to pay for the mailing meter charge. The candidate must, in effect, furnish everything but the names and addresses. All the union is required to do is address and mail the material. Even here, if there is expense connected with the addressing, it must be borne by the candidate or the candidate's supporters. Note also that the candidate is not entitled to a mailing list for the candidate's own use. It is understood that no campaign signs or leaflets may be displayed at the polling place itself. Locals may, of course, make additional rules on such matters as how far from the polling place campaigning can take place. The major tests of any additional rules the local may adopt are: 1. Are the rules reasonable? 2. Are the rules uniformly applied to all candidates and at all polling places, if more than one location is used?

- AFSCME IU ELECTIONS MANUAL



Elections Committee Investigation Newman/Velasco for Newman's Protest
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Protests. A protest is not the same as a challenge. A challenge questions a nominee's right to run for office. A protest questions the actual conduct of the election itself. 24 A protest may be filed immediately upon completion of the election or within ten days thereafter. It should be filed in writing, with the election committee chairperson, if the committee has not yet been discharged, or with the president or secretary of the local. Protests should be heard by the election committee, in the first instance, unless the committee has been discharged prior to the filing of the protest. In any event, the final decision to accept or reject the recommendation of the election committee is made by the membership and it must be decided within thirty days after the protest is filed. If the membership decides that there were violations that were of such a nature that they may have affected the outcome of the election, they may order the election, or any part of it, set aside and a new election held. Appeals on protests (or on challenges) may be made to the Judicial Panel (1) within 10 days following the decision of the local, or (2) within 40 days after the protest was filed, if no decision has been reached by the local union within 30 days after the protest (or challenge) is filed with the local. There is a tendency on the part of some to file formal protests based on the most minute and technical of violations. This is, of course, the right of any member and the local — or the Judicial Panel — is bound to investigate the matter and rule on it. When the matter is investigated by the Judicial Panel, it tends to take a somewhat practical position. If a violation is found that is of a purely technical nature, it then asks the inevitable question: "Did the violation or could the violation have affected the outcome of the election?" If the answer is "No," it will not set aside the election. On the other hand, if the violations were of such a nature and scope that they might have affected the result, it will order a re-run — and may even supervise it. — **AFSCME IU ELECTIONS MANUAL**

Analysis and Conclusion on Issue #1 of Newman Protest

1. The Nomination Procedures as part of the Election Procedures: alleging that Velasco's nomination was not made timely or that it was accepted out of order affecting the results of the election adverse to Newman. Quoting email from Newman's Protest "1. The 1st VP spot was actually already done when Sabi [Velasco] joined the call, late. It was then redone." *Newman*

Regarding the protest of the placement of Velasco on the ballot for 1st VP for Local 132 Elections 2022, Newman framed her protest not as a challenge to Velasco's ability to run for the position but rather as a protest to the handling of the election by the nominations committee.

The Elections Committee would note that as Newman is the only individual who has maintained that the nomination by Velasco was improper and as Newman failed to raise this issue within the 10 days required by the AFSCME Constitution and Elections Manual, that Newman failed to make a timely protest of the election to the Elections Committee on issue 1.

In this instance, if Newman had evidence to support her claim, the election could be set aside and re-run. Newman has no such evidence that she provided to the Elections Committee. Had a mistake occurred, Newman should have acted timely per the Elections Code. Newman should have and could have spoken up at the time. Did she have a duty to speak up at that time? Not according to the Elections Code which states, "A protest may be filed immediately upon completion of the election or within ten days thereafter." Did Newman speak up within 10 days and file a protest to the Board of the Local or the Elections Committee? She did not.



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The issue of timing is not the only issue that could be used to make the determination of whether or not to set aside an election.

The AFSCME International Constitution and Elections Manual so states, "In any event, the final decision to accept or reject the recommendation of the election committee is made by the membership and it must be decided within thirty days after the protest is filed. If the membership decides that there were violations that were of such a nature that they may have affected the outcome of the election, they may order the election, or any part of it, set aside and a new election held." Further, should the elections committee be unable to determine or should a party wish to contest the recommendation and determination made by the membership (in this case the Executive Board of Local 132) then in an appeal to the International Union Judicial Panel, that body would, "tend[s] to take a somewhat practical position. If a violation is found that is of a purely technical nature, it then asks the inevitable question: "Did the violation or could the violation have affected the outcome of the election?" If the answer is "No," it will not set aside the election. On the other hand, if the violations were of such a nature and scope that they might have affected the result, it will order a re-run..."

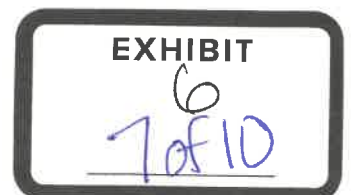
Had Newman raised the issue within the 10 days required by the AFSCME IU Constitution, a more thorough investigation could have and would have been conducted to ascertain whether or not the proper nominations procedures were followed. As this issue would have risen to a level beyond technical, it is possible that on issue 1, the recommendation may have been to set aside the election.

The only conclusion on issue 1 is that as there was not timely protest that the Election should not be set aside and this is the recommendation of the Elections Committee.

2. The Election Procedures: alleging that the Council's delay in getting out the 1 mailing provided for in the AFSCME International Constitution and the Elections Manual affected the results of the election adverse to Ms. Newman.

Regarding Newman's second issue filed in protest, the recommendation of the Election Committee comes down to a sole issue. As before, the AFSCME Elections Manual (taken from the AFSCME International Constitution) states, "In any event, the final decision to accept or reject the recommendation of the election committee is made by the membership and it must be decided within thirty days after the protest is filed. If the membership decides that there were violations that were of such a nature that they may have affected the outcome of the election, they may order the election, or any part of it, set aside and a new election held." Further, should the elections committee be unable to determine or should a party wish to contest the recommendation and determination made by the membership (in this case the Executive Board of Local 132) then in an appeal to the International Union Judicial Panel, that body would, "tend[s] to take a somewhat practical position. If a violation is found that is of a purely technical nature, it then asks the inevitable question: "Did the violation or could the violation have affected the outcome of the election?" If the answer is "No," it will not set aside the election. On the other hand, if the violations were of such a nature and scope that they might have affected the result, it will order a re-run..."

The issue before us then is whether or not the failed mailing of Newman's requested campaign mailer and the late emailing to the Local 132 membership voting on the 1st Vice President ballot was grounds for setting aside the election.



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Was the violation a technical one?

Clearly, Newman was contacting the wrong individuals. Newman and Velasco had received information from Sheahan at and directly after the nominations meetin regarding AFSCME candidate campaigns and the 1 mailer. It is clear that Sheahan knew and understood the Elections Code and Constitution. It is equally cleat that several AFSCME Council 75 staff (Baesler, Formella, Olin, and Muehe) did not. Newman should have known or been substantially certain that Sheahan knew. It is not clear why Newman exchanged emails and telephone calls with Sheahan regarding the Elections Code on this issue but did not ask Sheahan to intervene, especially given that Sheahan was on staff at the Council from 2016 to 2019, and oversaw several elections for this local and other locals. Sheahan recalls expressing to Newman that she didn't know who Muehe was and to call the Salem office and ask for Moskal or email Moskal (the staff person who would have been involved in these types of mailings in the past).

It is equally clear that not one Council staff person picked up either an Elections Manual (readily available at the different AFSCME state offices and online at the link herein) nor did they consult pages 143 etc. of the AFSCME International Union Constitution (also available in print at some of the offices at least to staff and available online). It would have taken mere minutes to do so. Not one staff person made the choice to look up the information that was readily available to them. One could argue that Council staff should know Elections Code or at the very least should know where to find it when asked as that is a duty under the IU Constitution and a duty for at least staff that assist with local elections and/or Council 75 elections.

It is also clear that Newman knew to seek help from David, Elections Chair and did so. David failed to send her to Sheahan for advice; however, David also could have looked this information up herself. Did David have a duty to provide this information to Newman as Chair of the Elections Committee? Likely not as the information had already been presented to the candidates. Did David have a duty to refer Newman back to Sheahan. Likely not as David was not responsible for nor connected in any way to Newman's campaign. David could not anticipate, nor would she have prescient powers as to the events that would occur. Furthermore, David was aware that Sheahan and Newman had talked and could reasonably rely on Newman to reconnect with Sheahan regarding the technical aspects of the Elections Code based upon a long standing practice of Sheahan serving in this role. David relied on Newman to handle her own affairs per the election.

Newman inquired to Sheahan early in the process – early enough to have successfully gotten her mailer out; however, when Sheahan offered the information, Newman told Sheahan that Newman had found the information. Later, on March 30th after Newman posted (violating both IU Constitution and Elections Manual language) on the local's public Facebook page, Sheahan immediately upon discovery was able to send to Newman, a screenshot and information from the Elections Manual and AFSCME IU Constitution, within minutes, demonstrating that Sheahan could have solved Newman's issues back on March 17 had Sheahan been further consulted. Did Sheahan have a duty to Newman beyond what transpired? No and for the same reasons as David.

That the Council staff were derelict in their duty is also exemplified by their actions on April 5, 2022, when Newman contacted Sheahan and David to ask she could be present at the ballot counting by attending through Zoom. Sheahan informed her that she wouldn't be willing to allow that as it violated, in her opinion past elections practices that she had participated in at either Council level as a member in Wisconsin or at the International Union level and Elections Code; however, Sheahan affirmed that if Council staff were to allow it, then Newman could likely do that. Sheahan had from the outset instructed

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both candidates publicly that they would secure an observer following IU Elections Code and notify the Elections Chair, David, of the observer. Newman reached out to Council and was told by Baesler that yes, she in fact could be present by Zoom at which point contact was made to David and Sheahan regarding setting up the Zoom. Again, Council staff could have, should have consulted the AFSCME IU Constitution or the Elections Manual but failed to do so.

Emails exchanged between staff even show that although no one knew what to do, they failed to simply pick up an Elections Manual or to direct Newman to that publication or to contact the Elections Committee not once but twice. Newman was well aware from past history and previous elections that Sheahan could have and would have supplied the information Newman needed if asked to do so.

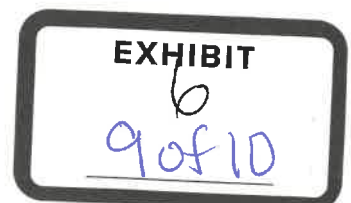
The Elections Committee in its investigation, examined the outer return envelopes that were used by members to return their ballots to the local. Eighty percent of those envelopes were return date stamped prior to April 1. Clearly, on April 1, when the Council staff finally sent out the email (because it was too late for a mailer and they did want to remedy the situation) it was too late for it to be of any good to Newman.

Newman had her campaign mailer draft ready to send on March 10, 2022, according to a text that she sent to Sheahan. Newman did wait until March 16, 2022, to contact the Council (and clearly not Moskal although it appears that she did call the Salem office as Muehe is based out of that office). The communications continued into March 17, 2022, and then nothing happened for a week until March 25. What Newman did during that week or did not do or why she did what she did, have little contribution to Newman's plight. The duty to act was on the Council and the staff. Ultimately from emails presented as evidence for this case, it is clear that the Council staff did not know what to do and negligently failed to act with urgency as time was of the essence to act. Council staff failed to do simple research to obtain the answers that Newman sought or to timely address the situation.

With eighty percent of the ballots having already been cast prior to the email sent out by Council on behalf of Newman, it is more likely than not that a mailer sent out earlier in the month (within a few days of the March 16 or 17th communication) MAY have influenced the outcome of the election. The issue was not technical but was a factual material wrong committed that Newman protests. The only question, the real question, then, is whether Newman waiting to contact Council on March 16, when she had the campaign mailer draft completed on March 10 and when the nominations themselves were conducted on March 8, on which date she received the information about the mailer as did Velasco, was more at fault for the delay than was the Council staff's delay from March 17th to March 24th.

If Newman's delay caused more substantial impediment and was a contributory factor to the issue under protest, to the election, than was the staff delay, then Newman and the Council would be equally culpable. However, Newman's protest against the Council (whose actions occurred after ballots had gone out while Newman's delay occurred prior to the ballots going out) are also facts which must be considered. Newman could have in no way foreseen the outcome that resulted in the delay in the mailing. Also, Newman failed to use obvious resources and failed to contact the correct individuals. Newman bears some personal responsibility in the matter, of that there is no question; however, does the Council staffs' actions outweigh Newman's own?

On the question of the setting aside of the election for 1st VP for Local 132 in 2022, the Election Committee unanimously recommends setting aside the election for 1st VP and the re-running of that



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election. We ask the board to either accept our recommendation – in which case the election will be set aside and re-run so as to allow Newman to send out her mailer in a timely manner and at her expense – or to reject our recommendation in which case the election would stand (would not be set aside) and Velasco would be declared elected to the position of 1st Vice President.

Autumn David, Chair Elections Committee

Brenda Sampson, Elections Committee

Anneliese Sheahan, Elections Committee

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mailing

9 messages

AUTUMN DAVID <autumnd3131@gmail.com>

Wed, Apr 13, 2022 at 10:14 AM

To: MICHELLE NEWMAN <playdaycare@yahoo.com>, LISA DUFFIELD <lisaduffield132@gmail.com>, ANNELIESE SHEAHAN <anneliese.sheahan@gmail.com>

I would ask Amy Moskal amoskal@oregonafscme.org. All your questions about the mailing should be directed to Amy, she is at that Salem office.

Lisa would be in charge of getting the mailings out so the dates would be up to her.

Election manual Read the election manual to know what you're allowed to do with the mailings.

<https://www.afscme.org/about/governance/document/AFSCME-local-union-election-manual.pdf>

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*Autumn David***Anneliese Sheahan Steward Oregon CCPT Local 132** <anneliese.sheahan@gmail.com>

Wed, Apr 13, 2022 at 10:19 AM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: MICHELLE NEWMAN <playdaycare@yahoo.com>, LISA DUFFIELD <lisaduffield132@gmail.com>

?

[Quoted text hidden]

AUTUMN DAVID <autumnd3131@gmail.com>

Wed, Apr 13, 2022 at 11:21 AM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: MICHELLE NEWMAN <playdaycare@yahoo.com>, LISA DUFFIELD <lisaduffield132@gmail.com>

I sent this to Michelle and added you and Lisa to know what I had sent.

1. Michelle had questions about her mailing so I told her to ask Amy Moskal
2. Michelle asked when the local will send out the mailing to let members know that there is another ballot coming and I didn't know when that will be done.

Autumn

[Quoted text hidden]

--

*Autumn David**Local 132 President**AFSCME Council 75**www.oregonccpt.com**Island Adventures Preschool & Child Care**Certified Family Child Care**Salem, Oregon**www.facebook.com/IslandAdventuresPreschoolChildCare***Anneliese Sheahan Steward Oregon CCPT Local 132** <anneliese.sheahan@gmail.com>

Wed, Apr 13, 2022 at 3:21 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

Lisa -- We should get that organized asap. Here is sample language for the postcard....

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Local 132 Child Care Providers Together announces to its membership that the results for the election of 1st Vice President conducted in 2022, was protested. The Executive Board voted to set the election aside. This means that we will be re-running the election. We ask that you vote AGAIN if you already voted previously. We ask that members who did NOT vote before, vote now and send in a ballot this time. Members should treat the first vote as if it did not happen. This is a re-do. Ballots will be mailed out no later than May 1st to all current members. Ballots will be due back to the office no later than May 18, 2022.

Local 132 Child Care Providers Together anuncia a sus miembros que se protestaron los resultados de la elección del primer vicepresidente realizada en 2022. La Junta Ejecutiva votó para anular la elección. Esto significa que volveremos a realizar las elecciones. Le pedimos que vote OTRA VEZ si ya votó anteriormente. Pedimos que los miembros que NO votaron antes, voten ahora y envíen una boleta esta vez. Los miembros deben tratar la primera votación como si no hubiera ocurrido. Esto es un re-hacer. Las boletas se enviarán por correo a más tardar el 1 de mayo a todos los miembros actuales. Las boletas deberán devolverse a la oficina a más tardar el 18 de mayo de 2022.

I am happy to take a turn with the ballots. Just let me know when they are ready to be picked up (or if staff are coming to Portland and can bring the materials to me) and we can stuff and mail from here at my house. Let me know what day you want to get together to count.

The dates are flexible. We just need to make sure that there are at least 15 days from the notification going out to the ballots going out (so make sure we know when I will get them and 24 hours to get them done and to the Post Office).

Anneliese

[Quoted text hidden]

--

Anneliese Sheahan

Union Steward

Oregon CCPT, AFSCME

518-506-0539

anneliese.sheahan@gmail.com

www.oregonccpt.com

AUTUMN DAVID <autumnd3131@gmail.com>

Wed, Apr 13, 2022 at 9:59 PM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

Autumn David

On Apr 13, 2022, at 3:22 PM, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> wrote:

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Wed, Apr 13, 2022 at 10:00 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

?

[Quoted text hidden]

AUTUMN DAVID <autumnd3131@gmail.com>

Wed, Apr 13, 2022 at 10:03 PM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

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I was looking at this and it just sent with nothing. I was going to say when we had Amy print things we always sent it already prepared and attached it so she didn't have to format it. I sent you guys copies of the ballots and stuff those should be easy to just tweak the dates.

Autumn David

On Apr 13, 2022, at 10:01 PM, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> wrote:

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Wed, Apr 13, 2022 at 10:04 PM
To: AUTUMN DAVID <autumnd3131@gmail.com>
Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

Gotcha. I can put it in word tomorrow. I know Amy has a postcard template so we can see if she beats me to it. Anneliese
[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Wed, Apr 13, 2022 at 10:05 PM
To: AUTUMN DAVID <autumnd3131@gmail.com>
Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>

Anyone have the postcard template?
[Quoted text hidden]



Postcards for CCPT Local 132 Election

7 messages

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Wed, Apr 13, 2022 at 7:46 PM

To: Amy Moskal <AMoskal@oregonafscme.org>, LISA DUFFIELD <lisaduffield132@gmail.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Aimee Olin <aolin@oregonafscme.org>

Amy -- Lisa asked if I could email you to get the re-run of the election going. Our local board voted last night to set aside the election on a protest by one of the candidates.

Can you please get out a postcard to all current Local 132 CCPT Dues Paying Members with the following text? Can you get the postcards out by April 16th?

If so, we can keep the dates that Lisa Duffield approved with this message. If not, we just need to amend the May 1st date and the May 18th date (pushing those back the same number of days as we mail out the notifications of election (so if we mail them out 2 days later on April 18th, May 1st would become May 3rd and May 18th will become May 20th.)).

For the postcard -- both languages IF POSSIBLE on the same card.

Local 132 Child Care Providers Together announces to its membership that the results for the election of 1st Vice President conducted in 2022, was protested. The Executive Board voted to set the election aside. This means that we will be re-running the election. We ask that you vote AGAIN if you already voted previously. We ask that members who did NOT vote before, vote now and send in a ballot this time. Members should treat the first vote as if it did not happen. This is a re-do. Ballots will be mailed out no later than May 1st to all current members. Ballots will be due back to the office no later than May 18, 2022.

Local 132 Child Care Providers Together anuncia a sus miembros que se protestaron los resultados de la elección del primer vicepresidente realizada en 2022. La Junta Ejecutiva votó para anular la elección. Esto significa que volveremos a realizar las elecciones. Le pedimos que vote OTRA VEZ si ya votó anteriormente. Pedimos que los miembros que NO votaron antes, voten ahora y envíen una boleta esta vez. Los miembros deben tratar la primera votación como si no hubiera ocurrido. Esto es un re-hacer. Las boletas se enviarán por correo a más tardar el 1 de mayo a todos los miembros actuales. Las boletas deberán devolverse a la oficina a más tardar el 18 de mayo de 2022.

==
Anneliese Sheahan

Union Steward
Oregon CCPT, AFSCME
518-506-0539
anneliese.sheahan@gmail.com
www.oregonccpt.com

Amy Moskal <AMoskal@oregonafscme.org>

Thu, Apr 14, 2022 at 9:36 AM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Aimee Olin <aolin@oregonafscme.org>

Hello Everyone:

Unfortunately I will not be able to have this done today and I am not in the office tomorrow so it will need to be next week.

This postcard has too much text to fit both English and Spanish on one side. It also doesn't state that it is a "Notice of Election" which are the key words that starts the 15 day timing in which to mail the ballots.

I would suggest something like this in English and Spanish:

Notice of NEW Election for 1st VP

EXHIBIT

8

1 of 3

Local 132 CCPT is conducting a NEW election for the position of 1st Vice President as the previous election was successfully protested. The Local Executive Board has decided to re-run the election at this time. Ballots will be mailed out the week of May 2, 2022 with a return date of May 20, 2022.

Are you suggesting that I create, copy, cut, label, post and mail these postcards myself? If that is the case I will need additional time.

Thanks.



Amy Moskal she/her/hers
Membership Administration
Oregon AFSCME Council 75
1400 Tandem Ave NE, Salem OR 97301
Email: amoskal@oregonafscme.org
Website: www.oregonafscme.org



Need assistance? Contact the AFSCME SMART Center

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Thu, Apr 14, 2022 at 9:49 AM
To: Amy Moskal <AMoskal@oregonafscme.org>
Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Aimee Olin <aolin@oregonafscme.org>

Ok. I will get the postcards back to you later today. Anneliese
[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Thu, Apr 14, 2022 at 6:12 PM
To: Amy Moskal <AMoskal@oregonafscme.org>
Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Aimee Olin <aolin@oregonafscme.org>

Amy -- Thank you (BIG TIME!) for the language suggestion. Here are the postcards. I extended the date for the ballots to be returned by a few extra days just in case we don't get the ballot mailer out until the end of the week of May 2 (to give you more time to get this out). I have already translated the postcards and these should work. Anneliese

Can I get the security/secret envelopes and return envelopes from Portland Office? Then I could ask Aimee Olin to print off the ballots and I could get everything from her? Would a staff person traveling between Salem and Portland be willing to bring them up to me (I am going to stuff the envelopes and do the labels this time -- my turn).
[Quoted text hidden]

 **2022 CCPT Ballot Notification May ReRun.docx**
24K



Aimee Olin <aolin@oregonafscme.org> Thu, Apr 14, 2022 at 7:10 PM
To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>
Cc: Amy Moskal <AMoskal@oregonafscme.org>, LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>

Just let me know what you need from me & I'm happy to do it. I may need to travel to Salem office to get some fiduciary docs filled out too.

ty

[Quoted text hidden]

--



Aimee Olin-she/her(s)
Child Care Organizer and Council Representative
Oregon AFSCME Council 75

m: 503.504.4182
a: 6025 E Burnside St. Portland, OR 97215
w: <http://www.oregonccpt.com/>
e: aolin@oregonafscme.org



Find us on Facebook at [@oregonccpt](#) and [@occptprovedoraslatinas](#)

Amy Moskal <AMoskal@oregonafscme.org>

Fri, Apr 15, 2022 at 9:08 AM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Aimee Olin <aolin@oregonafscme.org>

The postcard portion looks good and I'll work on it Monday when I'm back in the office.

As for the ballots....Portland has the same supplies as Salem but their return address on the envelopes is for Portland so the completed ballots will return to Portland, not Salem. So, you will need to decide (not today) if you want the ballots returned to Portland to be counted or to Salem then we can work on the proper supplies.

Have a good weekend.



Amy Moskal she/her/hers
Membership Administration
Oregon AFSCME Council 75
1400 Tandem Ave NE, Salem OR 97301
Email: amoskal@oregonafscme.org
Website: www.oregonafscme.org



Need assistance? Contact the AFSCME SMART Center

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Fri, Apr 15, 2022 at 12:20 PM

To: Amy Moskal <AMoskal@oregonafscme.org>

Cc: LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Aimee Olin <aolin@oregonafscme.org>

For sure return to Salem bc Autumn and Vrenda are down there and it's easier for me to drive to meet them. Anneliese

[Quoted text hidden]

EXHIBIT

8

3 of 3



Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Special Board Meeting scheduled by President Duffield at request by council

6 messages

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Mon, Apr 25, 2022 at 3:23 PM

To: LISA DUFFIELD <lisaduffield132@gmail.com>, AMY SHAW <mrsshaw12@gmail.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Brenda Sanz <brendasanzdaycare@gmail.com>, Orrianaw0lchesky@gmail.com, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, Ana Rivera <riveraanna2@gmail.com>, Vanessa Brown <littlewanschildcarekf@gmail.com>, Rionna Ruley <rionnaruley@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, Nichole Gruszie <nicholegruszie@yahoo.com>

Cc: Andy Friedman <afriedman@unitedwehealoregon.com>, Andy Friedman <afriedman@oregonafscme.org>, Aimee Olin <aolin@oregonafscme.org>, Joe Baessler <joe@oregonafscme.org>

Joe -- for whatever reason I do not seem to have Stacy's email saved and I believe she will be looking for an invite. Could you please forward if that is the case? Mh apologies. Anneliese

Anneliese Sheahan Steward Oregon CCPT Local 132 is inviting you to a scheduled Zoom meeting.

Topic: Council 75 trust and Protested Election Discussion

Join Zoom Meeting

<https://us02web.zoom.us/j/5761871191?pwd=ZzFOdndLaTVFQXM1V05NSW5qMnVFQT09>

Meeting ID: 576 187 1191

Passcode: 132

One tap mobile

+16699006833,,5761871191#,,,,*132# US (San Jose)

+12532158782,,5761871191#,,,,*132# US (Tacoma)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 929 205 6099 US (New York)

+1 301 715 8592 US (Washington DC)

+1 312 626 6799 US (Chicago)

Meeting ID: 576 187 1191

Passcode: 132

Find your local number: <https://us02web.zoom.us/j/5761871191?pwd=ZzFOdndLaTVFQXM1V05NSW5qMnVFQT09>

Joe Baessler <joe@oregonafscme.org>

Mon, Apr 25, 2022 at 3:27 PM

To: Stacy Chamberlain <schamberlain@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Anneliese and Stacy;

Forwarding the link for Wednesday's meeting.

[Quoted text hidden]

EXHIBIT

9

1 of 2

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Mon, Apr 25, 2022 at 10:07 PM

To: Joe Baessler <joe@oregonafscme.org>

Cc: Stacy Chamberlain <schamberlain@oregonafscme.org>

It's supposed to be this Wednesday not next month. My phone has a really hard time sending calendar invites. Please schedule for this Wednesday at 630 pm. Thank you. Anneliese

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Mon, Apr 25, 2022 at 10:10 PM

To: LISA DUFFIELD <lisaduffield132@gmail.com>, AMY SHAW <mrsshaw12@gmail.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Brenda Sanz <brendasanzdaycare@gmail.com>, Orianaw0lchesky@gmail.com, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, Ana Rivera <riveraanna2@gmail.com>, Vanessa Brown <littlewanschildcarekf@gmail.com>, Rionna Ruley <rionnaruley@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, Nichole Gruszie <nicholegruszie@yahoo.com>
Cc: Andy Friedman <afriedman@unitedwehealoregon.com>, Andy Friedman <afriedman@oregonafscme.org>, Aimee Olin <aolin@oregonafscme.org>, Joe Baessler <joe@oregonafscme.org>

I accidentally sent out (I am going to stop using my phone). A calendar invite for Wednesday May 25th but it should be for THIS Wednesday as that was the date from the Doodle poll that 99% of us could do.

I will send another calendar invite tomorrow. For some reason Google is not letting me recall the original invite.

630 pm THIS Wednesday.

Thanks. Anneliese

[Quoted text hidden]

Andy Friedman <afriedman@unitedwehealoregon.com>

Tue, Apr 26, 2022 at 2:37 PM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Thanks Anneliese.

I assume you heard from Lisa that the Local and Council are talking about the election issue at the outset of the meeting, and the Trust folks (Beth and I) will be joining at 7:15 for that discussion.

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Tue, Apr 26, 2022 at 4:28 PM

To: Andy Friedman <afriedman@unitedwehealoregon.com>

Bcc: LISA DUFFIELD <lisaduffield132@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>

Yes. Lisa has been very transparent and forthcoming. Anneliese

[Quoted text hidden]

—
Anneliese Sheahan

Union Steward
Oregon CCPT, AFSCME
518-506-0539
anneliese.sheahan@gmail.com
www.oregonccpt.com

EXHIBIT

9

20f2

Fwd: Election mailings

1 message

Lisa Duffield <lisaduffield132@gmail.com>

Wed, Apr 27, 2022 at 12:30 PM

To: anneliese.sheahan@gmail.com, Autumn David <elishiah@msn.com>

Sent from my iPhone

Begin forwarded message:

From: Stacy Chamberlain <schamberlain@oregonafscme.org>**Date:** April 21, 2022 at 4:55:36 PM PDT**To:** Lisa Duffield <lisaduffield132@gmail.com>**Cc:** Aimee Olin <aolin@oregonafscme.org>, Joe Baessler <joe@oregonafscme.org>, Kathy Formella <kformella@oregonafscme.org>**Subject:** Re: Election mailings

Hi Lisa,

Thank you for reaching out. I think it may be helpful to schedule a time to discuss the election process, the protest and how we can best support the local moving forward in getting this resolved.

I have copied Kathy on the email to help us schedule a meeting or we can come to an e-committee or board meeting.

Thank you,
Stacy



Stacy Chamberlain Executive Director

Oregon AFSCME Council 75

p: 503.239.9858 m: 503.887.6561

w: www.oregonafscme.org e: schamberlain@oregonafscme.org

a: 6025 E. Burnside Street, Portland, Oregon 97213

she/her/hers

On Tue, Apr 19, 2022 at 7:08 AM Lisa Duffield <lisaduffield132@gmail.com> wrote:

Local 132 believes that Council 75 should pay for the 2 mailings required for refunding the first VP election -- postcards and ballots mailer as it was the Council's confusion over the mailing that caused the successful protest.

Thank you,
Lisa Duffield

Sent from my iPhone

Sent from Gmail Mobile

EXHIBIT

10

1 of 1

Meeting tonight

9 messages

Joe Baessler <joe@oregonafscme.org>

Wed, Apr 27, 2022 at 10:58 AM

To: Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, LISA DUFFIELD <lisaduffield132@gmail.com>, Stacy Chamberlain <SChamberlain@oregonafscme.org>

Just wanted to check the agenda for tonight. I think we have not said this but because of the confusion we are happy to pay for the postcards. Do you want us to talk process so we can make sure it is clear? Would it be better to have a meeting and r bring in Jeremy Kruse from the IU, since the next election is for the convention?

If there is other stuff you want us to talk about for the election happy too. Just let us know. We still have a bunch of trust stuff for Andy to go over.

Joe Baessler

Lisa Duffield <lisaduffield132@gmail.com>

Wed, Apr 27, 2022 at 11:28 AM

To: Joe Baessler <joe@oregonafscme.org>
Cc: Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Stacy Chamberlain <schamberlain@oregonafscme.org>

Thank you Joe,
Thanks for getting back to me on the mailings.
We don't have any concerns about the election process.
If you guys don't want to meet that's okay too, we can just do the trust stuff tonight.
Thanks,
Lisa Duffield.

Sent from my iPhone

> On Apr 27, 2022, at 10:58 AM, Joe Baessler <joe@oregonafscme.org> wrote:

>

> Just wanted to check the agenda for tonight. I think we have not said this but because of the confusion we are happy to pay for the postcards. Do you want us to talk process so we can make sure it is clear? Would it be better to have a meeting and r bring in Jeremy Kruse from the IU, since the next election is for the convention?

[Quoted text hidden]

Stacy Chamberlain <SChamberlain@oregonafscme.org>

Wed, Apr 27, 2022 at 11:45 AM

To: Joe Baessler <joe@oregonafscme.org>
Cc: Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, LISA DUFFIELD <lisaduffield132@gmail.com>

Hi All,

I originally suggested the meeting to make sure we were all on the same page regarding the process, since the Local has already initiated re-running the election, I am not sure we need to meet. Oregon AFSCME can pay for the cost of the postcards that were mailed for the re-running of this election. We know there are a lot of moving pieces and we want to support you and the local elections. It's a ways off at this point, but I think a meeting prior to your next officer elections to review the process with the Board will help ensure a smooth process.

Thank you,
Stacy

EXHIBIT11
1 of 3



Stacy Chamberlain Executive Director
Oregon AFSCME Council 75
p: 503.239.9858 m: 503.887.6561
w: www.oregonafscme.org e: schamberlain@oregonafscme.org
a: 6025 E. Burnside Street, Portland, Oregon 97213
she/her/hers



[Quoted text hidden]

Lisa Duffield <lisaduffield132@gmail.com>

Wed, Apr 27, 2022 at 1:29 PM

To: Stacy Chamberlain <schamberlain@oregonafscme.org>

Cc: Joe Baessler <joe@oregonafscme.org>, Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Thank you Stacy

We already have it scheduled so at this point I don't want to cancel to confuse anyone on our board, but you are still welcome to jump on if you had anything specific you wanted to discuss. Otherwise we will be on for the trust discussion.
Thanks Lisa

Sent from my iPhone

On Apr 27, 2022, at 11:45 AM, Stacy Chamberlain <schamberlain@oregonafscme.org> wrote:

[Quoted text hidden]

Stacy Chamberlain <SChamberlain@oregonafscme.org>

Wed, Apr 27, 2022 at 1:36 PM

To: Lisa Duffield <lisaduffield132@gmail.com>

Cc: Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Joe Baessler <joe@oregonafscme.org>

Thanks Lisa. I think focusing on Trust makes most sense. Have a great meeting!

[Quoted text hidden]

--

Sent from Gmail Mobile

Lisa Duffield <lisaduffield132@gmail.com>

Thu, May 5, 2022 at 8:51 AM

To: Stacy Chamberlain <schamberlain@oregonafscme.org>

Cc: Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Joe Baessler <joe@oregonafscme.org>

Just to clarify.

Is the council also paying for the mailing of the ballots in the first VP election.

Thank you,

Lisa Duffield

Sent from my iPhone

On Apr 27, 2022, at 1:36 PM, Stacy Chamberlain <schamberlain@oregonafscme.org> wrote:

[Quoted text hidden]

EXHIBIT

11

2 of 3

Lisa Duffield <lisaduffield132@gmail.com>

Thu, May 5, 2022 at 9:19 AM

To: Amy Moskal <AMoskal@oregonafscme.org>

Cc: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Autumn David <elishiah@msn.com>

Hi Amy,

Here is the email confirming council will pay for the re election postcards. Please split and reissue the bill for IU convention notification postcards and bill council for the re election notification postcards.

Thank you,
Lisa Duffield

[Quoted text hidden]

Amy Moskal <AMoskal@oregonafscme.org>

Thu, May 5, 2022 at 9:34 AM

To: Lisa Duffield <lisaduffield132@gmail.com>, "brendasanzdaycare@gmail.com" <brendasanzdaycare@gmail.com>

Cc: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Autumn David <elishiah@msn.com>

Hello All:

I was unaware of this agreement. I will re-issue invoice number 1509 with the correct amount and mail it out to Brenda today. Brenda, please destroy invoice 1509 that is in your possession in the amount of \$588.30.

Also, according to this email, Council is not paying for the mailing of the ballots, just the postcard so your local will be billed like normal for the ballots going out this month. Unless I hear otherwise.

Thanks.



Amy Moskal she/her/hers

Membership Administration

Oregon AFSCME Council 75

1400 Tandem Ave NE, Salem OR 97301

Email: amoskal@oregonafscme.org

Website: www.oregonafscme.org



Need assistance? Contact the AFSCME SMART Center

[Quoted text hidden]

Joe Baessler <joe@oregonafscme.org>

Thu, May 5, 2022 at 10:45 AM

To: Lisa Duffield <lisaduffield132@gmail.com>

Cc: Aimee Olin <aolin@oregonafscme.org>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, Stacy Chamberlain <schamberlain@oregonafscme.org>

Sure. What was the cost for the past cards and the ballot just so I can track it.

[Quoted text hidden]

EXHIBIT

11

3 of 3

Re: Logo

1 message

Stacy Chamberlain <SChamberlain@oregonafscme.org>

Wed, May 25, 2022 at 10:49 AM

To: Lisa Duffield <lisaduffield132@gmail.com>

Cc: Joe Baessler <joe@oregonafscme.org>, Christy O'Neill <coneill@oregonafscme.org>, Patty Wentz <patty@wentzjackson.com>, Lisa Duffield <majicskittlez@yahoo.com>, mrsshaw12@gmail.com, anneliese.sheahan@gmail.co, renee@wehrend.com, jaebis13@gmail.com, rionnaruley@gmail.com, orianawolchesky@gmail.com, alisanz79@gmail.com, hschones@gmail.com, "vanessamariebrownOR@gmail.com" <vanessamariebrownOR@gmail.com>, brendaslittleones@comcast.net, nicnacsqualitychildcare08@yahoo.com, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Hi Lisa and Local 132 Board Members,

I wanted to take this opportunity to thank those of you that were able to attend our check in meeting last Friday. This meeting provided an opportunity to address an issue around the logo, and hopefully, we can use both this space and discussions at local meetings to make sure we are on the same page as we move forward. I also want to thank you for the suggestions to the Childcare Resolution.

Logo Use

As I stated at our meeting, we agree to using the original local 132 logo.

We changed the logo about 17 months ago because it was suggested by a consultant that it could be updated to print and show better electronically, and have been consistently keeping local leaders apprised of the process. Before making the change, we brought the mockups to the local to select which logo to use, and we understood the Local agreed with the change. It seems there was a misunderstanding on the scope and use of the new logo.

We understand at this point that the local board prefers the original local 132 logo, and we are all in agreement on using that logo moving forward.

International Childcare Resolution

We are also updating the language of the resolutions based on your feedback and the national audience and removing references to Oregon. We can review the draft at our Childcare check in meeting on June 3rd.

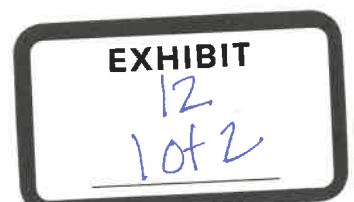
Thank you for all you do. We look forward to our continued collaboration and partnership as we work to strengthen and grow childcare in Oregon.

In Solidarity,

Stacy



Stacy Chamberlain Executive Director
Oregon AFSCME Council 75
p: 503.239.9858 m: 503.887.6561
w: www.oregonafscme.org e: schamberlain@oregonafscme.org
a: 6025 E. Burnside Street, Portland, Oregon 97213
she/her/hers



On Mon, May 23, 2022 at 6:15 AM Lisa Duffield <lisaduffield132@gmail.com> wrote:

Hi all,

After some discussion with our current and past board members it was concluded that an official vote to change our current logo to the proposed logo was in deed not voted on by our board. There was a discussion on which logo we liked better to be used for the Find Union Childcare Website.

I have attached the email conversation referencing this.

Moving forward CCPT local 132 will continue to use our original logo.

If you can please change the logo used on the new provider packets referencing this, and on anything else.

Thank you,

Lisa Duffield

Sent from my iPhone

EXHIBIT

12
2 of 2



Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Fwd: draft logos

13 messages

AUTUMN DAVID <autumnd3131@gmail.com>

Wed, Dec 9, 2020 at 7:32 PM

To: AIMEE OLIN <aolin@oregonafscme.org>, ALI SANZ <alisanz79@gmail.com>, ANNELIESE SHEAHAN <anneliese.sheahan@gmail.com>, Autumn David <autumnd3131@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, DONNA SCHINDLER <dschindler3351@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, KIM HESS <kehess2222@msn.com>, LISA DUFFIELD <majicskittiez@yahoo.com>, MICHELLE NEWMAN <playdaycare@yahoo.com>, NICHOLE GRUSZIE <nichnacqualitychildcare08@yahoo.com>, NICOLE HANDEL <handelwithcare_nch70@yahoo.com>, NORMA CARDENAS <norlyvargas@yahoo.co.uk>, RENEE WEHREND <renee@wehrend.com>, SABI VELASCO AVENDANO <D.EJECUTIVA16FAA@gmail.com>, SHANNA ALDIS <jaeblis13@gmail.com>

----- Forwarded message -----

From: Aimee Olin <aolin@oregonafscme.org>

Date: Tue, Dec 8, 2020 at 9:52 AM

Subject: draft logos

To: AUTUMN DAVID <autumnd3131@gmail.com>

pdf attached



Aimee Olin-she/her(s)
Child Care Organizer and Council Representative
 Oregon AFSCME Council 75

m: 503.504.4182

a: 6025 E Burnside St. Portland, OR 97215

w: <http://www.oregonccpt.com/>e: aolin@oregonafscme.org

Find us on Facebook at @oregonccpt and @occptprovedoraslatinas

Autumn David

Local 132 President

AFSCME Council 75

www.oregonccpt.com

Island Adventures Preschool & Child Care

Certified Family Child Care

Salem, Oregon

www.facebook.com/IslandAdventuresPreschoolChildCare

AFSCME CCPT - New logo concepts.pdf
 353K

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EXHIBIT

13
10f11

5/22/22, 7:47 PM

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Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>
To: AUTUMN DAVID <autumnd3131@gmail.com>

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2A logo

Sinceramente,
Sabi Velasco

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Wed, Dec 9, 2020 at 7:37 PM

Heather Schones <hschones@gmail.com>

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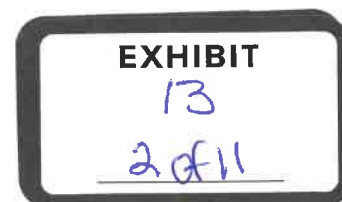
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Sent from my iPhone

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PLAYDAYCARE@yahoo.com <PLAYDAYCARE@yahoo.com>

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2B

Sent from Yahoo Mail for iPhone

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Sent from my iPhone

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Island Adventures Preschool & Child Care

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3 of 11

Certified Family Child Care**Salem, Oregon**www.facebook.com/IslandAdventuresPreschoolChildCare

<AFSCME CCPT - New logo concepts.pdf>

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Thu, Dec 10, 2020 at 6:59 AM

To: AUTUMN DAVID <autumnd3131@gmail.com>

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Anneliese

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Autumn David

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Island Adventures Preschool & Child Care

EXHIBIT

13

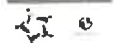
4 of 11

Certified Family Child Care
Salem, Oregon
www.facebook.com/IslandAdventuresPreschoolChildCare

2 attachments



Screenshot_20201210-063141_Chrome.jpg
496K



Screenshot_20201210-063207_Chrome.jpg
406K

EXHIBIT

13

5 of 11

Thu, Dec 10, 2020 at 8:55 AM

Aimee Olin <aolin@oregonafscme.org>

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, ALI SANZ <alisanz79@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, DONNA SCHINDLER <dschindler3351@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, KIM HESS <kehess2222@msn.com>, LISA DUFFIELD <majlcskittiez@yahoo.com>, MICHELLE NEWMAN <playdaycare@yahoo.com>, NICHOLE GRUSZIE <nlnacsqualitychildcare08@yahoo.com>, NICOLE HANDEL <handelwithcare_nch70@yahoo.com>, NORMA CARDENAS <norylvargas@yahoo.co.uk>, RENEE WEHREND <renee@wehrend.com>, SABI VELASCO AVENDANO <D.EJECUTIVA16FAA@gmail.com>, SHANNA ALDIS <jaebis13@gmail.com>

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A logo is only a picture until it isn't.

Anneliese

On Wed, Dec 9, 2020, 7:33 PM AUTUMN DAVID <autumnd3131@gmail.com> wrote:

Forwarded message

From: Aimee Olin <aolin@oregonafscme.org>
Date: Tue, Dec 8, 2020 at 9:52 AM
Subject: draft logos
To: AUTUMN DAVID <autumnd3131@gmail.com>

pdf attached



Aimee Olin-she/her(s)
Child Care Organizer and Council Representative
Oregon AFSCME Council 75

m: 503.504.4182
a: 6025 E Burnside St. Portland, OR 97215
w: <http://www.oregonccpt.com/>
e: aolin@oregonafscme.org



Find us on Facebook at @oregonccpt and @ccptprovedoraslatinas

Autumn David

Local 132 President

AFSCME Council 75

www.oregonccpt.com

Island Adventures Preschool & Child Care

Certified Family Child Care

Salem, Oregon

www.facebook.com/IslandAdventuresPreschoolChildCare



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EXHIBIT

13
7 of 11



Find us on Facebook at @oregonccpt and @ccptprovedoraslatinas

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>
To: Aimee Olin <aolin@oregonafscme.org>

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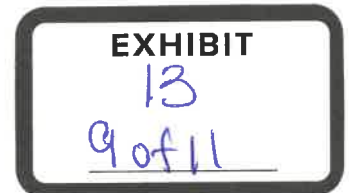
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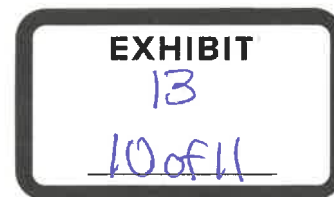


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Aimee Olin <aolin@oregonafscme.org>

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Thu, Dec 10, 2020 at 12:48 PM

its cool they were all jackluster. I knew you wouldnt like them lol I dont really either. Im ok with something simple and the text child care providers together though so it is large and you can see it...

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Fwd: Logo

2 messages

Lisa Duffield <lisaduffield132@gmail.com>

Mon, May 23, 2022 at 7:35 AM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Sent from my iPhone

Begin forwarded message:

From: Lisa Duffield <lisaduffield132@gmail.com>

Date: May 23, 2022 at 6:22:36 AM PDT

To: Stacy Chamberlain <schamberlain@oregonafscme.org>, Joe Baessler <joe@oregonafscme.org>, Christy O'Neill <coneill@oregonafscme.org>, Patty Wentz <patty@wentzjackson.com>

Subject: Re: Logo

Sorry I forgot this email attachment

On Mon, May 23, 2022 at 6:15 AM Lisa Duffield <lisaduffield132@gmail.com> wrote:

Hi all,

After some discussion with our current and past board members it was concluded that an official vote to change our current logo to the proposed logo was in deed not voted on by our board. There was a discussion on which logo we liked better to be used for the Find Union Childcare Website.

I have attached the email conversation referencing this.

Moving forward CCPT local 132 will continue to use our original logo.

If you can please change the logo used on the new provider packets referencing this, and on anything else.

Thank you,
Lisa Duffield

Sent from my iPhone

 SKM_C300i22052219460.pdf
708K

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>
To: Lisa Duffield <lisaduffield132@gmail.com>

Mon, May 23, 2022 at 8:44 AM

Nice work!

Anneliese Sheahan
Steward OR CCPT
971-204-9110

[Quoted text hidden]

EXHIBIT

13

11 of 11

5/20/22 Council Check in Meeting Minutes

2 messages

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Fri, May 20, 2022 at 2:42 PM

To: LISA DUFFIELD <lisaduffield132@gmail.com>, AMY SHAW <mrsshaw12@gmail.com>, Brenda Sanz <brendasanzdaycare@gmail.com>, Oriana Wolchesky <orianawolchesky@gmail.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, Vanessa Brown <littlewanschilddcarekf@gmail.com>, Rionna Ruley <rionnaruley@gmail.com>, Ana Rivera <riveraanna2@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, HEATHER SCHONES <hschones@gmail.com>, Nichole Gruszie <nicholegruszie@yahoo.com>

May 20, 2022

AGENDA -

Patty W (See below)
Ben Gibson (Data Analyst)
Stacy (Director)
Lisa Duffield (President)
Debbie K (Lobbyist Contractor)
Aimee Olin (Staff Rep/Organizer)
Autumn David (Steward)
Amy Shaw (2nd VP)
Rionna Ruley (Southern RD)
Vanessa Brown (Central RD)
Anneliese
Andy Friedman (Trust Director United We Heal (separate organization))

Welcome and introductions (Chair is Patty W from Winning Mark marketing/consultant, organizing, facilitate meeting)

Purpose of the meeting - bringing AFSCME / CCPT leadership together on regular basis. Stacy

Stacy -- "Obviously separate entity" and "amazing opportunities" "we know there is money out there" "challenging time" "started this meeting bc of that and the supports the local needs" "expand child care in Oregon" "communications" "opportunity to talk with a lot of you" "So we are all on the same page" "make sure that we speak with one voice" Sprinklers -- "we ended up with the best we could get" "things happen very fast" "Out of our control" -- Sprinklers -- better would have been to represent Toni Woods and sought injunction in circuit court. But I guess we weren't on the same page. We certainly didn't speak with one voice -- and it wasn't the child care voice (My own notes). "Room for improvement"

LOGO hot issue -- board will be taking up. Intent of council was ALWAYS to have local use the NEW Logo (which was not what local was told -- not what Autumn was told and not what Aimee Olin has been saying for 2 years)

Weekly organizing report - Aimee

Members: 701

Total unit: 2155

Density: 33%

New provider packet is here. (all with the NEW logo)

VMO update

EXHIBIT15
1 of 2

Trust/Grants update - Andy
4th Week in May the grants rules and guidelines coming out
Contract coming up soon

Debbie K -- 400 direct appropriations and usual is 20 -- DAS is waiting on the legal approval on those appropriations and contract. Regular report ins -- ELD may try to insert additional requirements by the DAS report is top line -- not sophisticated.

Anneliese: Is it called United We Heal (AFSCME doesn't want to do that) but we may need to -- Andy F

Grievance/ULP about the late billing forms -- filing grievance and sending a letter for response per grievances -- seeking info from ODHS. Plan is to arbitrate and ask for damages to make providers whole.

Legislative meetings -- good turnout, Aimee shared a spreadsheet of members who have been legislatively active (Patty adding to agenda for next time)

--
Anneliese Sheahan
Union Steward
Oregon CCPT, AFSCME
518-506-0539
anneliese.sheahan@gmail.com
www.oregonccpt.com

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Fri, May 20, 2022 at 4:52 PM
To: PlayDayCare Center <playdaycare@yahoo.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>

sharing with you from today's meeting with council
[Quoted text hidden]

EXHIBIT

15

1 of 2

Fwd: Information about new legislation

6 messages

Lisa Duffield <majicskittlez@yahoo.com>

Sat, Apr 2, 2022 at 8:14 AM

To: ANNELIESE SHEAHAN <anneliese.sheahan@gmail.com>, Autumn David <elishiah@msn.com>

You know Joe sent this out? And not only did he do this but it has gone to non members who are wondering about rates on Facebook. I thought we talked about this. I thought they were pushing the webinar and talking about the trust.

Sent from my iPhone

Begin forwarded message:

From: "Joe Baessler, CCPT Local 132" <coneill@oregonafscme.org>**Date:** April 1, 2022 at 5:00:20 PM PDT**To:** majicskittlez@yahoo.com**Subject:** Information about new legislation**Reply-To:** coneill@oregonafscme.org

Dear Provider,

As you may have heard, recently the state legislature passed an important child care investment package that will give family child care providers, the right to increase ERDC subsidy rates to 90% percentile of the market, a one time payment for providers - including staff - that worked last year of \$500, and access to new grants to grow their business. This bill passed thanks to the advocacy of Oregon Child Care Providers and their Union AFSCME and we want to thank the providers who testified and shared their stories in support of the bill. It wouldn't have happened without you!

We will be holding a webinar **on April 13th in English and April 14 in Spanish at 6:30 pm** in for dues-paying union members with more information about the new law but wanted to send you this summary.

You can register for the webinars here.

If you are not a dues-paying member and **want to join, please do so now online at JoinOregonCCPT.org or call the AFSCME member services SMART Center at 1-844-**

EXHIBIT15
1 of 5

This legislation brings an unprecedented amount of funding into family child care across our state, and a significant amount of the dollars will be distributed through the Oregon AFSCME union trust, which we are quickly expanding to allocate these child care dollars by late Summer or early Fall, 2022.

Here is a summary of the new legislation which was contained in two separate bills HB 4005 and HB 5202 :

- \$500 direct hardship payment each year for two years to every child care provider who is registered in the Oregon Registry Online(ORO). This includes both licensed providers and staff. As soon as we know when these payments will be distributed, we will let you know.
- Higher ceiling on ERDC subsidy rates. As you know, today providers are allowed to charge ODHS only 70% of market rates. Under House Bill 4005, providers can charge up to 90% of market rate. The new rates will go into effect June 1, 2022.

- To see what the new rates could be for you, [click here](#).

NOTE: *Deciding to increase rates is a personal decision that each provider must decide based on what's best for their clients and business. The new bill sets a ceiling, but is not a requirement. This is flexibility for providers who want choice in what to charge their private pay parents.*

- Funding to an Oregon AFSCME union trust to give grants to family child care providers to help expand capacity. Through the union trust, dollars will be available to help build or remodel facilities, purchase equipment and help with other expansion costs. The trust will also provide training, coaching and mentoring for new providers as well as substitute care support for current providers.
- Funding for additional capacity building grants to culturally specific and other child care providers to become licensed, to expand services, or to start new child care programs.
- Funding for child care program expansions and to support new child care programs in central Oregon.
- Funds for renovation of the Euvalcree Center in Ontario, Oregon, and will provide training, professional development, and start-up operating costs for an estimated ten new in-home child care providers.

We hope you will join us at the **CCPT member webinars** to learn more about the grants, the increased ERDC rate ceiling, and the support the union will have available for providers who want to grow their businesses.

EXHIBIT

15

2 of 5

Sincerely,

Joe Baessler, Associate Director

PS: Remember, if you are not yet a dues-paying member of the union but want to be in the webinar to learn about the new payments, the rates and the exciting new grants, join today at **JoinOregonCCPT.org** or call the AFSCME member services SMART Center at 1-844-758-6466 !

JoinOregonCCPT.org



About Oregon Child Care Providers Together AFSCME Local 132 (OCCPT)-We are the union for family child care in Oregon. We provide assistance to providers should they have any issues with a regulating state agency, advocate for supports for family child care programs and bargain a contract for rights and protections for providers with the state (our first contract was bargained in 2007 and we negotiate every other year).

Member Benefits

- **Union Referrals**-connecting our union families who need care to our union childcare providers.
- **Free College**-free college for you and your family members,
- **Free child care training**- Live in person (online currently) and **study at home options**
- **Free and discounted services**-such as: legal services, accident insurance, financial assistance for disaster impact and much more.
- **We Got Your Back!**-Union Representation and a Team of Leaders should you ever have a problem you need help with: DPU issues, OCC finding, Issue with COVID grant or UI mentorship to grow your program and more.

Stay Connected-Find us on Facebook at Oregon Child Care Providers Together or @occpt <https://www.facebook.com/OCCPT>

Visit our local's **website** <http://oregonccpt.com/>

Contact our SMART Center for questions 1-844-75UNION
getsmart@oregonafscme.org

EXHIBIT

15

3 of 5

Connect with **AFSCME Local 132:**



AFSCME Council 75 | 1400 Tandem Ave NE, Salem, OR 97301

Sent via ActionNetwork.org. To update your email address, change your name or address, or to stop receiving emails from Oregon Child Care Providers Together, please [click here](#).

Lisa Duffield <majicskittlez@yahoo.com>

Sat, Apr 2, 2022 at 8:35 AM

To: ANNELIESE SHEAHAN <anneliese.sheahan@gmail.com>, Autumn David <elishiah@msn.com>

I mean I guess I'm confused.

Why is Joe sending this out instead of Aimee.

Shouldn't we have to approve exactly what goes out to members and or non members Did we not just write this on the letter to Stacy.

I know we talked about this last night, I just don't understand why this wasn't sent from Afscmc instead of the local.

Sent from my iPhone

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You know Joe sent this out? And not only did he do this but it has gone to non members who are wondering about rates on Facebook. I thought we talked about this. I thought they were pushing the webinar and talking about the trust.

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Sat, Apr 2, 2022 at 10:22 AM

To: Lisa Duffield <majicskittlez@yahoo.com>

Cc: Autumn David <elishiah@msn.com>

Christy actually sent this out.

[Quoted text hidden]

Autumn David <elishiah@msn.com>

Sat, Apr 2, 2022 at 10:28 AM

To: Lisa Duffield <majicskittlez@yahoo.com>, Aimee Olin <aolin@oregonafscme.org>

Cc: ANNELIESE SHEAHAN <anneliese.sheahan@gmail.com>

This was brought up on yesterday call. They set the date for the webinar and are working on the agenda to show us. I can send a very rough draft to you guys right now. Aimee did they do any more work on the agenda at the 1:00pm call? You guys need to make sure if something is on the agenda we don't like we need to point it out to them right away. I'll send the agenda when I get to my desk top

Autumn David

On Apr 2, 2022, at 8:35 AM, Lisa Duffield <majicskittlez@yahoo.com> wrote:

EXHIBIT

15
4 of 5

I mean I guess I'm confused.

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Sat, Apr 2, 2022 at 10:51 AM

To: Autumn David <elishiah@msn.com>

Cc: Lisa Duffield <majicskittlez@yahoo.com>, Aimee Olin <aolin@oregonafscme.org>

They are going to regret doing this but hey, let them learn the hard way. Anneliese

[Quoted text hidden]

Aimee Olin <aolin@oregonafscme.org>

Tue, Apr 5, 2022 at 8:38 AM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: Autumn David <elishiah@msn.com>, Lisa Duffield <MAJICSKITTLEZ@yahoo.com>

talked about this briefly Friday how I advised we/they dont have a webinar that will have a lot of "not yet" and "I dont know answers" and at 1pm Joe B was pretty outwardly negative about me bringing it up again. I advised if they do not know when the trust gets that \$ they should not be giving any timelines at all as providers will be anxious to know the what and how about any future grant opportunity, they are going to use the webinar to introduce the trust what is it what it will be doing. Agreed to have the webinar outline to the board by 4/8 for review....

P.S. I have a sore throat and body chills so I will be in and out today. thanks

[Quoted text hidden]

--



Aimee Olin-she/her(s)

Child Care Organizer and Council Representative

Oregon AFSCME Council 75

m: 503.504.4182

a: 6025 E Burnside St. Portland, OR 97215

w: <http://www.oregonccpt.com/>

e: aolin@oregonafscme.org



Find us on Facebook at @oregonccpt and @occptprovedoraslatinas

EXHIBIT

15

5 of 5

Re: For a motion, second and vote of approval by the board

20 messages

Lisa Duffield <majicskittlez@yahoo.com>

Sun, Mar 13, 2022 at 5:14 PM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, babyredleg <dschindler3351@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, renee <renee@wehrend.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, Kim Hess <kehess2222@msn.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I Lisa Duffield motion to approve this letter and have it signed and sent by Autumn David, President of Local 132, to Stacy Chamberlain asap.

Sent from my iPhone

On Mar 13, 2022, at 2:43 PM, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> wrote:

Having conferred with Autumn and Lisa, I have drafted a "final" version pending the board's approval of the letter to go to council regarding the most recent and historical actions that precipitate harm to our local and our members.

Please read this carefully. If someone agrees this letter is ready and wants it sent to the Council, they should reply to all with: "A motion to approve this letter and have it signed and sent by Autumn, President of Local 132, to Stacy Chamberlain asap."

Then we need a second.

Then Autumn will ask for discussion (please do not vote before this point -- just watch emails).

Autumn should wait at least 24 hours, she will let you know your deadline. I can watch the emails and text you all when it's time to vote. If you have suggestions for changes, submit those by email during the "discussion" and we can make changes.

If there is **no discussion after the deadline**, Autumn will call for the vote. To which you should "reply all" again with either "yes" or "no" or "abstain"

Thanks.

--

Anneliese Sheahan

Union Steward

Oregon CCPT, AFSCME

518-506-0539

anneliese.sheahan@gmail.com

www.oregonccpt.com

A rectangular stamp with a double border. The word "EXHIBIT" is printed in bold, uppercase letters. Below it, the number "16" is handwritten in blue ink.

Renee <renee@wehrend.com>

Sun, Mar 13, 2022 at 6:17 PM

To: Lisa Duffield <majicskittlez@yahoo.com>

Cc: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, AUTUMN DAVID <autumnd3131@gmail.com>, babyredleg <dschindler3351@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, Kim Hess <KEHESS2222@msn.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslitleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I second the motion.

Renee

Sent from my iPhone

On Mar 13, 2022, at 5:14 PM, Lisa Duffield <majicskittlez@yahoo.com> wrote:

I Lisa Duffield motion to approve this letter and have it signed and sent by Autumn David, President of Local 132, to Stacy Chamberlain asap.

[Quoted text hidden]

AUTUMN DAVID <autumnd3131@gmail.com>

Sun, Mar 13, 2022 at 7:14 PM

To: Renee <renee@wehrend.com>

Cc: Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, Kim Hess <KEHESS2222@msn.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslitleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I call for discussion

Autumn David

On Mar 13, 2022, at 6:17 PM, Renee <renee@wehrend.com> wrote:

I second the motion.

[Quoted text hidden]

Nicole Handel <handelwithcare_nch70@yahoo.com>

Mon, Mar 14, 2022 at 4:05 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: Renee <renee@wehrend.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, Kim Hess <KEHESS2222@msn.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

Nicole Handel I have no questions and I vote yes to send the letter

Sent from my iPhone

On Mar 13, 2022, at 7:14 PM, AUTUMN DAVID <autumnd3131@gmail.com> wrote:

I call for discussion

[Quoted text hidden]

 **2022 rough draft letter to council.docx**
21K

Kim Hess <kehess2222@msn.com>

Mon, Mar 14, 2022 at 4:05 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: Renee <renee@wehrend.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, "nicnacsqualitychildcare08@yahoo.com" <nicnacsqualitychildcare08@yahoo.com>

I vote yes

Sent from my iPhone

On Mar 13, 2022, at 7:14 PM, AUTUMN DAVID <autumnd3131@gmail.com> wrote:

[Quoted text hidden]

 **2022 rough draft letter to council.docx**
21K

Renee <renee@wehrend.com>

Mon, Mar 14, 2022 at 4:12 PM

To: Kim Hess <KEHESS2222@msn.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I don't have questions or comments and I vote yes on the motion.

Sent from my iPhone

On Mar 14, 2022, at 4:05 PM, Kim Hess <KEHESS2222@msn.com> wrote:

I vote yes

[Quoted text hidden]



2022 rough draft letter to council.docx
21K

Shanna Aldis <jaebis13@gmail.com>

Mon, Mar 14, 2022 at 4:54 PM

To: Renee <renee@wehrend.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Ali Sanz <alisanz79@gmail.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, Kim Hess <KEHESS2222@msn.com>, Lisa Duffield <majicskittlez@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, PlayDayCare Center <playdaycare@yahoo.com>, babyredleg <dschindler3351@gmail.com>, nicnacsqualitychildcare08@yahoo.com

I don't have any questions or discussion so I vote yes

[Quoted text hidden]

Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>

Mon, Mar 14, 2022 at 5:28 PM

To: Renee <renee@wehrend.com>

Cc: Kim Hess <kehess2222@msn.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I don't have questions or comments

Sinceramente,
Sabi Velasco

On Mar 14, 2022, at 4:12 PM, Renee <renee@wehrend.com> wrote:

I don't have questions or comments and I vote yes on the motion.

[Quoted text hidden]



2022 rough draft letter to council.docx
21K

Nicole Handel <handelwithcare_nch70@yahoo.com>

Mon, Mar 14, 2022 at 6:24 PM

To: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>
Cc: Renee <renee@wehrend.com>, Kim Hess <KEHESS2222@msn.com>, AUTUMN DAVID <autumnd3131@gmail.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslitleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I vote yes Nicole Handel

Sent from my iPhone

[Quoted text hidden]



2022 rough draft letter to council.docx

21K

AUTUMN DAVID <autumnd3131@gmail.com>

Mon, Mar 14, 2022 at 6:25 PM

To: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>

Cc: Renee <renee@wehrend.com>, Kim Hess <KEHESS2222@msn.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslitleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I call the question discussion is over. You can vote yes or no.

Autumn David

[Quoted text hidden]



2022 rough draft letter to council.docx

21K

AUTUMN DAVID <autumnd3131@gmail.com>

Mon, Mar 14, 2022 at 6:28 PM

To: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>

Cc: Renee <renee@wehrend.com>, Kim Hess <KEHESS2222@msn.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslitleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

Vote yes no or abstain on voting to approve the letter to council

Autumn David

On Mar 14, 2022, at 6:25 PM, AUTUMN DAVID <autumnd3131@gmail.com> wrote:

I call the question discussion is over. You can vote yes or no.

[Quoted text hidden]



2022 rough draft letter to council.docx

21K

Kim Hess <kehess2222@msn.com>

Mon, Mar 14, 2022 at 6:30 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Renee <renee@wehrend.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, "nicnacsqualitychildcare08@yahoo.com" <nicnacsqualitychildcare08@yahoo.com>

No discussion

Yes vote

Sent from my iPhone

On Mar 14, 2022, at 6:28 PM, AUTUMN DAVID <autumnd3131@gmail.com> wrote:

[Quoted text hidden]



2022 rough draft letter to council.docx

21K

Michelle Newman <PLAYDAYCARE@yahoo.com>

Mon, Mar 14, 2022 at 6:50 PM

To: Kim Hess <kehess2222@msn.com>, AUTUMN DAVID <autumnd3131@gmail.com>

Cc: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Renee <renee@wehrend.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, "nicnacsqualitychildcare08@yahoo.com" <nicnacsqualitychildcare08@yahoo.com>

Yes

Sent from Yahoo Mail for iPhone

[Quoted text hidden]

Shanna Aldis <jaebis13@gmail.com>

Mon, Mar 14, 2022 at 6:51 PM

To: Michelle Newman <PLAYDAYCARE@yahoo.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Ali Sanz <alisanz79@gmail.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, Kim Hess <kehess2222@msn.com>, Lisa Duffield <majicskittlez@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Renee <renee@wehrend.com>, babyredleg <dschindler3351@gmail.com>, "nicnacsqualitychildcare08@yahoo.com" <nicnacsqualitychildcare08@yahoo.com>

Yes

[Quoted text hidden]

Renee <renee@wehrend.com>

Mon, Mar 14, 2022 at 6:54 PM

To: Kim Hess <KEHESS2222@msn.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>,

babyredleg <dschindler3351@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

Yes.
Renee

Sent from my iPhone

On Mar 14, 2022, at 6:30 PM, Kim Hess <KEHESS2222@msn.com> wrote:

No discussion
[Quoted text hidden]

 **2022 rough draft letter to council.docx**
21K

Nicole Handel <handelwithcare_nch70@yahoo.com>

Mon, Mar 14, 2022 at 7:50 PM

To: Kim Hess <KEHESS2222@msn.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Renee <renee@wehrend.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

Yes

Sent from my iPhone

On Mar 14, 2022, at 6:30 PM, Kim Hess <KEHESS2222@msn.com> wrote:

No discussion
[Quoted text hidden]

 **2022 rough draft letter to council.docx**
21K

Ali Sanz <alisanz79@gmail.com>

Mon, Mar 14, 2022 at 8:24 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Renee <renee@wehrend.com>, Kim Hess <KEHESS2222@msn.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, "nicnacsqualitychildcare08@Yahoo.com" <nicnacsqualitychildcare08@yahoo.com>

Yes
[Quoted text hidden]

--

Ali Sanz, Managing Member & Administrator
Friendship Daycare LLC
2991 SE 4th ST
Gresham, OR 97080
Phone: 971-570-0175
Email: alisanz79@gmail.com

Lisa Duffield <majicskittlez@yahoo.com>

Mon, Mar 14, 2022 at 9:15 PM

To: AUTUMN DAVID <autumnd3131@gmail.com>

Cc: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>, Renee <renee@wehrend.com>, Kim Hess <kehess2222@msn.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

I vote yes

Sent from my iPhone

On Mar 14, 2022, at 6:28 PM, AUTUMN DAVID <autumnd3131@gmail.com> wrote:

Vote yes no or abstain on voting to approve the letter to council

[Quoted text hidden]



2022 rough draft letter to council.docx

21K

Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>

Mon, Mar 14, 2022 at 9:28 PM

To: Lisa Duffield <majicskittlez@yahoo.com>

Cc: AUTUMN DAVID <autumnd3131@gmail.com>, Renee <renee@wehrend.com>, Kim Hess <kehess2222@msn.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <handelwithcare_nch70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, nicnacsqualitychildcare08@yahoo.com

Vote yes

Sinceramente,
Sabi Velasco

On Mar 14, 2022, at 9:15 PM, Lisa Duffield <majicskittlez@yahoo.com> wrote:

I vote yes

[Quoted text hidden]



2022 rough draft letter to council.docx

21K

AUTUMN DAVID <autumnd3131@gmail.com>

Mon, Mar 14, 2022 at 10:04 PM

To: Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>

Cc: Renee <renee@wehrend.com>, Kim Hess <KEHESS2222@msn.com>, Lisa Duffield <majicskittlez@yahoo.com>, Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>, babyredleg <dschindler3351@gmail.com>, Nicole Handel <HANDELWITHCARE_NCH70@yahoo.com>, Ali Sanz <alisanz79@gmail.com>, jaebis <jaebis13@gmail.com>, PlayDayCare Center <playdaycare@yahoo.com>, NORMA CARDENAS <norlyvargas1012@gmail.com>, HEATHER SCHONES <hschones@gmail.com>, BRENDA SAMPSON <brendaslittleones@comcast.net>, NICHOLE GRUSZIE <nicnacsqualitychildcare08@yahoo.com>

There has been enough votes MSP
Autumn

On Mon, Mar 14, 2022 at 6:28 PM AUTUMN DAVID <autumnd3131@gmail.com> wrote:

[Quoted text hidden]

--

Autumn David

Local 132 President

AFSCME Council 75

www.oregonccpt.com

Island Adventures Preschool & Child Care

Certified Family Child Care

Salem, Oregon

www.facebook.com/IslandAdventuresPreschoolChildCare

9/14/2024

Stacy Chamberlain, Executive Director
Oregon AFSCME Council 75
6025 E. Burnside
Portland, OR 97215

Director Chamberlain,

It has come to our attention that Council 75 through its various staff have crossed a line (a few in fact) over the last two months during this year's short legislative session. We are writing to you in complaint of the following facts.

1. Our board was told that our Local Executive Board was given a full accounting of HB 4005 and the budgetary items that Council 75 has been promoting in our name and using our local name/number. An exhaustive search of our Board meeting minutes has corroborated what we all already knew to be true. HB 4005 was never vetted with our board.
2. Our Local Executive Board never voted either to support or not support HB 4005.
3. While we know the Council has every right and power to support any legislation that it chooses, the Council does not dictate to the local what the local will or will not support.
4. Whether or not we do or do not support HB 4005 is not the issue. The issue is that we were denied (emphasis) the rights our local has under our Charter, to make that choice.
5. The Council has no right to use our Local Name and Number without our consent.
6. The Council told our President, Autumn David, that the Council wished to boost some of our social media posts and that Communications staff-person Dave Kriesman would be added to our Facebook page to do that. Over the course of a couple of weeks, Dave only posted about HB 4005 and only boosted posts on HB 4005. Again, we never agreed to support HB 4005 and we never approved for Kriesman to be added to our Facebook account as a user, we never approved his posts and we never approved his boosts to those posts. If the Council wanted to tag our posts or for us to share Council posts, Council should have communicated with us.
7. To be fair, the Council does not carry all of the blame. Autumn David, current board president, acknowledges that she allowed access but should have taken the decision to the board for a vote. Again, the Council has its Facebook account and website, Council is welcome to link to our page or provide the local with materials for review and possible post while we follow the Council Facebook and will share posts so long as the local board has endorsed on legislative matters.
8. We are aware of the Action Network email sent out to AFSCME members. It looks like the Council forgot to mention to our local that we were going to sponsor an email to AFSCME members asking them to help us pass a bill that we aren't totally sure we wanted to pass and furthermore had never even vetted, yet again, endorsed. It also is strange that our own members or leaders didn't receive this email.

9. The Council is treating our Local and our leadership in much the same way that the state does – forcing on us from the top-down, decisions and strategic planning, and goals all the while trying to ham fistedly tell us what we should want, what we should do, what we should think and what we should believe when, in fact, it seems to be the Council's needs, the Council's wants and the Council's goals which are being promoted front and center.
10. Council is working within a coalition whose first priority is families. The best interests of providers is coming in a notably weak and far second place. Council's paid lobbyist, contractor Debbie Koreski, has repeatedly acted in direct contradiction to Local 132's Executive Board's decision making and more recently with the action of HB 4005 behind our backs. This has been a problem for nearly a decade, first through the actions of Eva Rippeteau on multiple occasions and now through Ms. Koreski.
11. The local leadership by and through its board have asked repeatedly to make sure our lobbyist communicates with our board (at the very least) which quite frankly has not happened. Ms. Koreski is unacceptably unresponsive to our efforts to communicate and fails to provide any sort of communication in writing or in person either before, during or after legislative sessions.

We are not discussing these problems that seems have to developed over recent months. Council 75 appears to have taken a new interest in child care providers. Too much interest it seems with an agenda to overpower our local. This shall serve as Oregon AFSCME Council 75's notice that CCPT Local 132 asserts its right to govern and lead the local while the Council fulfills its responsibilities under its obligations and duties. We fully understand the separation as you and other staff have clearly defined it over recent years.

We assert the following:

1. We are Chartered by the International Union.
2. We are planning a board retreat. This is not going to be a Union training. It is not going to be a Union meeting. There will be no official action taken over the weekend. Pressure to have the International run our board retreat is unwelcome and unnecessary.
3. Council is welcome to endorse whatever candidate or legislation it sees fit; however, when the Council takes volitional action that hurts our members, it will not be ignored.
4. The Council should be seeking our input on legislation that affects child care providers. The Council should remember the rights of the local under International, Council and Local constitutions. The Council should want to work with the local and should be accepting our expertise, experience and knowledge of providers. When the Council doesn't do this, they are acting in the same manner as The State (the employer-status entities).
5. AFSCME, specifically Council 75 must, when it represents our local's bargaining unit membership, must conduct itself in a manner that is not arbitrary, discriminatory or in bad faith.
6. When Council 75 endorses legislation without a clear and honest discussion with our board (recognized by our Constitution as the leadership representing the membership unless a membership meeting or the annual conference has been convened) and a decision made by our board, especially when information addressing our concerns and suggestions is completely ignored or rebuffed, that is concerning.

7. There is evidence that the Council has acted multiple times over the last year (specifically) to hide its activities from the local, as well as acted deceptively. There are numerous examples of this and the Council should be aware of the various activities conducted. These include:
- a. Seeking testimony through the deception of a training from providers and leaders who were misled as to the reason for their “stories” and testimony.
 - b. Altering testimonies and stories written by child care providers without their permission. Alternatively, Council staff have sought providers’ testimonies without disclosing how they will be used and/or why they are being written, including failures to provide truthful and transparent information and disclosure as to what is in the legislation or budget that is being lobbied for/against.
 - c. Sending misleading emails that misrepresent facts to Local 132 bargaining unit members around budget and HB 4005 in the 2022 Oregon Legislative Session.
 - d. Sending misleading emails to Council 75 members of other locals as “sponsored by Child Care Providers Together” when clearly no such sponsorship nor approval was expressed or implied by our board. In fact, the Council stole that right from our providers, our members, our local leadership. Autumn David, our current president, did not have an understanding of HB 4005 when she supported it and had not brought the issue to a vote of support by the board. In the future, our board shall be vetting ALL legislation and expects that our members, including our leadership, will be given information by the Council sufficient so as to read the legislation or proposals themselves in order to make a decision.
 - e. The deal made on HB 4005 (with child care coalition members who have repeatedly hurt us politically as well as The State) for the budget items on the periphery of the bill to the benefit of the Council and to the detriment of many family child care providers.
 - f. Failure of staff to communicate with the Local 132 board in an open, honest and truthful context. Council transactions that are questionable and lack transparency.
 - g. Directing staff to contact leaders outside of the local board to provide testimony without notifying those members that the local had shared concerns (especially as the Council refused to entertain those concerns and suggestions) and had not endorsed the bill nor the budget items while also having not taken a vote to support or not.
 - h. Working against our members’ – all our bargaining unit members’, best interests in the 2021 session specifically HB3073 legislation.
 - i. Actions taken by Council leading up to and following the disastrous State Building Codes changes in 2021, especially Council’s roll in the publication of “The Bulletin” which caused financial loss and devastation to bargaining unit members and potential bargaining unit members.

The Council by and through its legal representation of us has certain obligations and we assert our rights to have those obligations met by the Council by and through its actions on behalf of our local.

We assert the rights granted through not only the collective of labor law but also the Constitution of the International Union under Article 9 Section 50.B. and the Council Constitution as well as the Local 132 CCPT Constitution. We do not seek to control or have say over Council business; however, we do seek to

work harmoniously with the Council. AFSCME has always claimed to be member driven and to be led by “bottom up” leadership. More and more, it seems as though the Council is trampling the local’s voice and seeking to subvert the local’s rights. This must stop. Lip service is not appropriate behavior. Staff behavior as outlined herein should be investigated, evaluated and action taken to ensure that Local 132’s bargaining unit members are not harmed and that representation is thoughtful and justifiable. The Council staff must work with the leadership of the local in honest and fair dealings. There is no Council staff person who has more knowledge and expertise than that of the leadership of our local. It is time that Council recognizes, respects and responds appropriately to this fact.

Signed Local 132 Executive Board

Autumn David, President

Donna Schindler, 1st Vice

Sabi Velasco, 2nd Vice

Nicole Handel, Secretary

Renee Wehrend, Treasurer

Lisa Duffield, North Valley Director

Ali Sanz, Northern Director

Shanna Aldis, Valley Director

Michelle Newman, Southern Director

Kim Hess, Central Director

Norma Cardenas, Eastern Director

Constitution
for
Oregon AFSCME Council 75

Article I
Name, Headquarters and Affiliations

Section 1. This council shall be known as the Oregon AFSCME Council 75 of the American Federation of State, County and Municipal Employees, AFL-CIO.

Section 2. The principal office of this council shall be in the proximity of Salem, Oregon. The council shall also maintain such offices as determined by the executive board.

Section 3. This council shall be chartered by the American Federation of State, County and Municipal Employees, AFL-CIO, and shall affiliate with the Oregon AFL-CIO.

Article II
Objectives

The objectives of this council shall be to carry out, on a statewide basis, the objectives of the American Federation of State, County and Municipal Employees, which are as follows:

1. to promote the organization of workers within the state of Oregon.
2. to promote the welfare of the membership by assisting the affiliate locals to provide an effective voice in the determination of the terms and conditions of employment through the collective bargaining process.
3. to promote the election of political candidates and passage of legislative issues favorable to workers, and to coordinate the political action program of the affiliate locals.
4. to promote career service in public service.
5. to provide research and educational services and activities so as to assist the welfare of members within the local affiliates.
6. to foster cooperation among affiliate locals and to help coordinate the goals and objectives of the various affiliate locals so as to advance the cause of public service unionism.
7. to assist local affiliates with organizational, educational, political and promotional programs aimed at securing the goals of the affiliate locals and the council.
8. to encourage harmony and cooperation between all working people so that the economical wealth and materials of our society may be more equally distributed.

Article III
Membership

Section 1. All AFSCME local unions in the State of Oregon shall be affiliated with this council.

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Section 2. Effective January 1, 2008, the dues rate for members of local unions affiliated with Council 75 will be 1.27% of base wages. Base wages will exclude overtime, shift differential, language differential, longevity and other amounts added to a member's base compensation to the extent that the employer is able to separate these amounts from base wages when computing the dues deductions. The dues deduction will be subject to minimum, and maximum deduction amounts as follows:

- A. Monthly minimum and maximum deduction amounts described below will be computed on a per-pay-period basis. The per-pay-period amounts are computed by dividing the annualized (monthly times twelve) minimum or maximum by the number of pay periods for each member.
- B. The minimum dues rate will be \$19.65 per month on January 2021. For a member with semimonthly payrolls, the equivalent minimum dues rate will be \$9.83 per pay period. For members with biweekly payroll the minimum dues rate will be \$9.07 per pay period. The minimum monthly dues rate will increase to \$20.15 on January 1, 2022. For a member with semimonthly payrolls, the equivalent minimum dues rate will be \$10.08 per pay period. For members with biweekly payroll the minimum dues rate will be \$9.30 per pay period.
- C. The maximum dues rate will be \$71.40 per month on January 1, 2021. For a member with semimonthly payrolls, the equivalent maximum dues rate will be \$35.70 per pay period. For members with biweekly payroll the maximum dues rate will be \$32.95 per pay period. The maximum monthly dues rate will increase to \$72.35 on January 1, 2022. For a member with semimonthly payrolls, the equivalent maximum dues rate will be \$36.18 per pay period. For members with biweekly payroll the maximum dues rate will be \$33.39 per pay period.
- D. The maximum dues rate will be increased by the average wage increase percentage received by an AFSCME member over the twelve months ending July 31, as provided by AFSCME's "Minimum Dues Increase" notice for the calendar year. The calculation of this percentage increase is as described in Article IX, Section 7, of the AFSCME International Constitution. The maximum dues rate will be increased on January 1 of each subsequent year by the average wage increase percentage received by an AFSCME member over the most recent twelve months ending July 31 as provided by AFSCME's "Minimum Dues Increase" notice.

Section 3. Each local union will receive a final amount per member rebate at the full-time rate as specified in AFSCME International minimum dues calculation for the local union portion of that calculation.

Local union rebate rates will be paid at the AFSCME minimum dues rate local share rate in effect during the year when the payroll deductions occurred. The local union per member rates will increase each year as determined by AFSCME International's Minimum Dues calculation for the local union portion. Local union rebates for agency fee objector payers will be reduced to the local union chargeable amounts in effect for the local union at the time the deduction is taken.

Each local can also specify an added fixed amount, higher percentage and/or higher maximum deduction amount to provide additional funds to the local union. The council, in coordination with the local and using data provided by the employer, will compute the amount received for these additional deductions. The council will forward the additional local union deductions to the local union with an accounting of how the added deduction amount was computed.

Section 4. All local unions affiliated with Council 75 will participate in the central accounting program. The respective employers will forward the check for the dues

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deducted each month, together with a check-off list, to the principal office of Council 75. The check shall be made payable to AFSCME Council 75. The local's share of the funds received from each respective local union jurisdiction together with a statement showing how the local's share of dues was determined shall be disbursed to the local within ten (10) business days of receipt of the employer's check, except as requested by the local or as authorized by the executive board or the executive committee when the board is not in session. Other distributions shall be as follows:

- A. Constitutionally required International per capita taxes shall be disbursed to the International Union for credit to the local's account on appropriate forms.
- B. Constitutionally required council per capita tax shall be retained by Council 75 and credited to the local's account.
- C. Other disbursements as authorized in writing by the members, such as: central labor council per capita taxes, PEOPLE check-off, and loan payments to Council 75 and such other disbursements as may be required by the International or Council 75 constitutions.
- D. The amounts owed to local unions will be paid on a per-member basis as described in Section 2. Any local that has arranged for additional dues amounts to be included in the payroll deductions, over and above the council rates will have those amounts added to the local's rebate check. The local's dues transmittal document will separately identify the added amounts with an explanation and/or schedule showing how the additional deductions were computed.
- E. All local unions will assist the council in any way that becomes necessary to bring any employer in accordance with the proper administration of the council's dues rate.

Section 5. Oregon AFSCME Council 75 shall establish and maintain a dedicated Travel Fund for the purpose of providing financial assistance to allow members from locals to attend and participate in AFSCME sponsored functions. The functions include, but are not limited to: Oregon AFSCME Council 75 Biennial conventions, AFSCME International conventions, Oregon AFL-CIO COPE and Constitutional conventions, Oregon AFSCME conferences and workshops, and AFSCME International conferences and workshops. Financial assistance may be provided, at the discretion of the executive board, or Executive Committee between board meetings, to allow up to one member from each local to attend conventions, conferences and workshops. Travel fund reimbursement for specialized conventions, conferences and workshops are limited to those members who fall within the demographic of that AFSCME-sponsored function.

Section 6. The Travel Fund shall be financed in the following manner: The council shall maintain current budget line items at the rate of \$.30 per member per month to accomplish the purposes of Section 5.

Section 7. To apply for financial assistance, a local must submit an AFSCME Council 75 Travel Fund Reimbursement Request Form to the Council 75 headquarters in Salem as soon as possible following a sanctioned council event. All reimbursements shall be in accordance with established Council 75 reimbursement policies. The Travel Fund shall reimburse the following expenses: lodging expense, registration fees, meals not provided, mileage to and from the event, and airfare and ground transportation when appropriate. Council 75 reserves the right to make all reservations and assignments when necessary. All room reimbursements shall be made at the rate most advantageous to the council. Council 75 shall not honor any local reimbursement request more than one (1) year after the date of the approved event.

Section 8. Oregon AFSCME Council 75 shall establish and maintain a Ballot Initiative and Voter Outreach Fund for the specific purpose of fighting or supporting ballot

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measures and increasing voter registration and education. The balance of the fund shall not exceed \$3,000,000. Effective May 1, 2011, the Ballot Initiative and Voter Outreach Fund shall be financed at the rate of \$2.50 per member, per month, pro-rated for part-time employees working twenty (20) hours or more per week, but less than thirty-two (32) hours per week shall be set in the amount of \$1.75, for part-time employees working less than twenty (20) hours per week shall be set in the amount of \$1.00 per member per month until such time as the Council 75 Ballot Initiative and Voter Outreach Fund has reached \$3,000,000. Contributions shall then be suspended until such time as the fund balance falls below \$2,500,000; at such time, contributions will resume.

If deemed necessary by a two-thirds majority of the Council 75 Executive Board, dollars available in the Ballot Initiative and Voter Outreach Fund can be used to support the Strike, Interest Arbitration and Defense Fund and/or the General Fund, but in amounts not to exceed \$1,000,000 per year.

Oregon AFSCME Council 75 shall formally establish and maintain a Political Soft Fund for the specific purpose of contributing to candidate elections in special, primary or general elections at all levels of government within the State of Oregon. The Political Soft Fund shall be financed at the rate of \$0.50 per member, per month. Contributions to the Political Soft Fund shall continue until such time as the balance of the fund has reached \$450,000; contributions shall then be suspended until such time as the balance of the fund falls below \$400,000.

The executive board, if it deems necessary, may transfer up to a \$1,000,000 from the Ballot Initiative Voter Outreach (BIVO) Fund to the Political Soft Fund each year or forgive up to \$1,000,000 in loans from the BIVO to the Political Soft Fund, for so long as BIVO remains a non-interest bearing or income generating account.

Section 9. Following each election cycle during which funds are expended to oppose or support ballot measures an accounting of those funds spent, detailing the specific uses of said funds, shall be circulated to the membership, through each of the locals. If no funds are expended in any year, an annual accounting shall be made by March 1 of the following year showing any changes, if any, in the fund and the sources of increase or decrease.

Section 10. Oregon AFSCME Council 75 shall establish and maintain a Strike, Interest Arbitration and Defense Fund. The Strike, Interest Arbitration and Defense Fund shall be financed at the rate of \$0.50 per member, per month until the balance of the fund reaches \$1,000,000.

After the Strike, Interest Arbitration and Defense Fund reaches a balance of \$1,000,000, it shall be funded at the rate of \$0.30 per member per month and the remaining \$0.20 per member per month shall be contributed into the Media and Public Relations Fund (see Section 16). If the balance of the Strike, Interest Arbitration and Defense Fund falls below \$850,000, it shall once again be funded at the rate of \$0.50 per member per month and no additional \$0.20 per member per month shall be contributed to the Media and Public Relations Fund.

After the Strike, Interest Arbitration and Defense Fund reaches a balance of \$1,250,000, it shall be suspended until the balance falls below \$850,000, however, contributions to the media fund shall still be financed at a rate of \$0.20 per member per month.

If deemed necessary by a two-thirds majority of the Council 75 Executive Board, dollars available in the Strike, Interest Arbitration and Defense Fund can be used to support the Ballot Initiative and Voter Outreach Fund and/or the General Fund, but in amounts not to exceed \$1,000,000 per year.

Section 11. Oregon AFSCME Council 75 shall establish and maintain a dedicated Building Fund for the specific purpose of purchasing, building, remodeling, and

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loan amortization of Oregon AFSCME Council 75 offices across the state of Oregon. The Building Fund shall be financed at the rate of \$0.50 per member per month.

Contributions to the Building Fund shall continue until such time as the convention agrees to suspend them.

Section 12. Oregon AFSCME Council 75 shall establish and maintain a dedicated College Scholarship Fund for the specific purpose of providing college scholarships to Oregon AFSCME members in good standing and dependents of Oregon AFSCME members in good standing. The Donna Danner College Scholarship Fund shall be financed through a per capita surcharge of five cents (\$0.05) per month beginning July 1, 2001.

Section 13. Member Training Fund. Oregon AFSCME Council 75 shall establish and maintain a dedicated Member Training Fund for the specific purpose of conducting member training. This fund shall be dedicated to pay costs associated with conducting membership training (e.g. meeting room rentals, materials, food, equipment, speakers/instructors and their associated costs). In-person training opportunities will be inclusive and will be accessible to locals throughout the state: Eastern Oregon, Southern Oregon, Central Oregon, Coastal Oregon, in the Gorge, and in the Willamette Valley.

The Member Training Fund shall be financed at the minimum rate of \$.10 per member, per month. Additional funding may be allocated at the discretion of the executive board or the Executive Committee if the board is not in session and a time-sensitive need arises.

Section 14. Oregon AFSCME Council 75 shall establish and maintain a dedicated Convention Fund for the specific purposes of hosting the biennial Oregon AFSCME Council 75 Convention and participating in the biennial AFSCME International Convention. The Convention Fund shall be financed at the rate of \$3,000 per month.

Section 15. Oregon AFSCME Council 75 shall establish and maintain a dedicated Media and Public Relations Fund for the specific purpose of promoting public employees and public service. The Media and Public Relations Fund shall be financed at the rate of \$0.20 per member per month.

If the Strike, Interest Arbitration and Defense Fund balance exceeds \$1,000,000, the Media and Public Relations Fund shall be financed at the rate of \$0.40 per member per month (see Section 11). If the balance of the Strike, Interest Arbitration and Defense Fund falls below \$850,000, the Media and Public Relations Fund shall once again be financed at the rate of \$0.20 per member per month and not at \$0.40 per member per month.

Annually, an accounting of the amount spent from this media fund, detailing the specific use of these funds, shall be circulated to the membership, through each of the locals. If no funds are expended in any year, an annual accounting shall be made by March 1 of the following year showing any changes, if any, in the fund and the sources of increase or decrease.

Section 16. Oregon AFSCME Council 75 shall establish and maintain a dedicated Fiscal Stability Fund for the specific purpose of creating a reserve account for General Fund use during difficult financial periods. When other Dedicated Funds reach their upper limit and contributions to those other Dedicated Funds are suspended, the amount that would otherwise have been contributed to that Dedicated Fund shall instead be contributed to the Fiscal Stability Fund. Draws against the Fiscal Stability Fund shall be in accordance with the Council Policy Manual.

Section 17. Oregon AFSCME Council 75 shall establish the AFSCME Values in Practice Political Action Committee (AVIP PAC). Contributions to the AVIP PAC account will be limited to \$100 per year, per member, and only for the purpose of supporting state

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and local government candidates within Oregon. The AVIP PAC will conform to any campaign finance reform laws that have passed at the local or state level. The AVIP PAC will be made up of voluntary contributions from members to support the political priorities of the membership set by the Oregon AFSCME PAC and the Oregon AFSCME Executive Board.

Section 18. Oregon AFSCME Council 75 shall establish and maintain a dedicated Disaster Relief Fund for the specific purpose of providing hardship funds to assist Oregon AFSCME members in good standing, impacted by natural disasters, such as wildfires and flooding. The Disaster Relief Fund shall be financed through a per capita allocation of one dollar (\$1.00) per member, per year beginning July of 2023. The fund shall not exceed \$100k.

Article IV The Convention

Section 1. All powers of this council shall be vested in the convention when in session.

Section 2. A constitutional convention shall meet biennially in odd-numbered years at such time, date and place as shall be determined by the Council Executive Board. The opening day of the convention shall be scheduled between March 1 and June 1.

Section 3. Not less than one hundred twenty (120) days prior to the opening of the biennial convention, the Council 75 secretary shall issue a convention call, in the name of the executive board. Such call shall state the time, date and place of the convention. A copy of the call shall be sent to all affiliated local unions, together with the appropriate number of blank credential forms.

Section 4. For specific purpose(s), which shall be clearly defined in the call, a special convention may be called at any time by the Oregon AFSCME Council 75 Executive Board or by petition filed with the Council 75 President by one-third (1/3) of the locals affiliated with Council 75. The petition shall state the purpose(s) of the convention. The convention shall convene not less than sixty (60) days nor more than one hundred twenty (120) days from the date of the call. A copy of the call shall be sent to the council secretary to all affiliated locals, together with the appropriate number of blank credential forms.

Section 5. The basis of local union representation in conventions shall be determined from the average per capita tax actually paid to the council by each affiliated local union for twelve (12) consecutive months ending with the fifth full month prior to the opening of the Council 75 Convention. In the case of a local composed of two or more locals that have merged during the twelve (12) month period, or between the end of the twelve (12) month period and the opening of the convention, the combined average per capita tax of the merging locals shall be the basis of representation. In any case where a local has been divided into two or more locals during the twelve (12) month period, or between the end of the twelve (12) month period and the opening of the convention, the total average per capita shall be divided among the newly-created locals in direct proportion to their respective averages since the division, and this shall constitute their respective basis of representation. In the case of a newly-organized or newly-affiliated local which has been in existence or has been affiliated for less than the full twelve (12) month period, the average per capita tax for that portion of the twelve (12) month period during which the local has been in existence or has been affiliated shall be the basis for representation.

Section 6. Locals shall be entitled to delegates on the basis of the monthly average per capita as follows: fifty (50) or fewer, one delegate; more than fifty (50) but not exceeding one hundred (100), two delegates; more than one hundred (100) but not exceeding one hundred fifty (150), three delegates; more than one hundred fifty (150) but

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not exceeding two hundred (200), four delegates; more than two hundred (200), one delegate for each additional five hundred (500) members or fraction thereof.

Section 7. Regardless of the number of delegates, locals shall be entitled to vote on the basis of one vote for each member, with fractions to be counted as full members. Locals entitled to more than one delegate may send fewer than their quota of delegates, and the delegates present may cast the entire vote of the local on all recorded votes and elections coming before the convention. If more than one delegate is present, the number of votes to which the local is entitled shall be divided equally among the delegates, with any remaining votes to be cast by the chairman of the delegation, as designated by the local. No fractional votes shall be permitted.

Oregon AFSCME Retirees Chapter shall be entitled to elect one (1) delegate who will carry one (1) vote to the regular or special convention of this council.

Section 8. All delegates to the convention shall be elected in accordance with the Elections Code of the International Constitution. The names of such delegates shall be certified by the president and secretary of each local union to the council secretary, who shall submit such certifications to the Credentials Committee.

To be accredited, delegates must be on the floor when convention votes are taken. Voting by proxy shall not be permitted.

Section 9. A delegate representing a local union must be a member in good standing of the local the delegate represents. With the exception provided in Section 19, however, two or three locals may unite in sending to the convention a delegate who is a member of one of such locals. Before a local may be represented by a delegate who is not a member of the local, the membership of the local shall first vote the following question: "Shall this local elect as a convention delegate a person who is not a member of this local union?" If the majority of those voting on the question vote in the affirmative, the local may then proceed to elect a delegate in accordance with the above requirements. Any delegate so elected may cast the votes to which the locals are individually entitled. No delegate may represent more than three (3) locals, one of which must be the local of which the delegate is a member. Travel Fund reimbursement may only be applied to the local of which the delegate is a member.

Section 10. No employee of the council shall serve as a delegate to the Council 75 Convention. Any member of the executive board who is not elected as a delegate representing a local union shall nevertheless be entitled to all the rights and privileges of a delegate except the right to vote.

Section 11. No local union which is under suspension by the International Union or by this council under the provisions of Article III, Section 2, shall be entitled to representation in the convention.

Section 12. Prior to each convention, the Council 75 President shall, with the approval of the Council 75 Executive Committee, appoint a Credentials Committee, a Committee on Rules and Order of Business, a Constitution Committee, a Resolutions Committee, a Sergeant-at-Arms Committee, an Elections Committee, and any other committees as shall be authorized by the Council 75 Executive Board designating one member of each committee as the chairperson. At the convention, the president shall also, with the approval of the delegates present, appoint any additional committees required under the rules of the convention, designating one member of each committee as chairperson and special committees and the chairpersons thereof required by any resolution adopted by the convention, unless such resolution provides for a different method of appointment. The president shall be an ex-officio member of all convention committees, except the Credentials Committee and the Committee on Elections. All committee meetings shall be open and accessible to all members and shall have their meeting dates, times, and locations published prior to the meetings. All convention-related committees are dissolved at the end of the convention.

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Section 13. Each member of the Credentials Committee and of the Committee on Elections shall, upon accepting appointment to such committee, be disqualified from becoming a candidate for elective office at the convention. Delegates being considered for appointment to either the Credentials Committee or the Committee on Elections shall be notified in advance by the president of the restrictions of this section.

Section 14. Resolutions and constitutional amendments to be introduced for consideration at the Council 75 Convention shall be certified as genuine by the president and the secretary of a local union or by the executive board or executive committee. Such resolutions and constitutional amendments shall be signed and sent to the council secretary and postmarked or e-mailed to the address provided on the Convention Call at least sixty (60) days prior to the opening of the convention. The secretary shall make copies of all such amendments available to the delegates at the beginning of the convention, and shall also make copies of all such constitutional amendments available to local presidents not later than forty-five (45) days prior to the convention and shall properly identify those who submitted the amendments.

No resolutions or constitutional amendments may be introduced thereafter unless consent is given by a two-thirds (2/3) majority vote of the convention, provided, however, that the executive committee or the executive board may introduce resolutions or constitutional amendments for consideration by the convention at any time prior to 5:00 p.m. of the opening of the convention. The secretary shall make copies of all such resolutions and constitutional amendments available to the delegates and shall properly identify those who submitted the resolutions and constitutional amendments. All resolutions and constitutional amendments shall be referred to a committee for study and publication, which shall show the resolution or constitutional amendment number, titles, by whom introduced, and to which committee referred. The Resolutions Committee and the Constitution Committee shall put resolutions and constitutional amendments in proper form and ensure that all resolutions and constitutional amendments relating to a specific subject will be offered in a logical sequence. Resolutions and constitutional amendments submitted may be combined or consolidated by the committee where similar and reported as such to the delegates. Similarly, the committee may make "amendments" to resolutions and constitutional amendments that are submitted and should advise the delegates that such changes were made. When reported to the convention, the committee shall report its recommendation to pass, do not pass or make no recommendation on the resolution or constitutional amendment proposed.

Section 15. The council president shall be the presiding officer at all conventions. The first vice-president, the second vice-president and treasurer and secretary, in that order, may preside in the president's stead should exigencies preclude the president from so serving.

Section 16. A quorum for the transaction of business shall consist of not fewer than one-third of the delegates seated in the convention.

Section 17. At each biennial convention held in odd-numbered years, there shall be elected a president, first vice-president, second vice-president, a secretary, a treasurer, an equity and inclusion officer, and three (3) trustees by the convention at-large. In addition, there shall be elected one vice-president from each of the twelve (12) sectors hereinafter established, and executive board members to be elected by the delegates representing locals in each of the seven (7) workplace sectors. Five (5) regional district sectors shall be defined by the Council 75 Political Action Committee with ratification by the Council 75 Executive Board 150 days prior to the opening of the biennial council convention. The new accepted boundaries shall be included in the same publication and distribution as constitutional amendments. The Political Action Committee shall determine regions to balance political workload, balance membership density and maintain communities of interest by using contiguous Oregon House and/or Senate Districts. Further, the PAC will maintain Oregon's distinctive regional ideology when defining the regions. The sectors shall be as follows:



- Sector 1. State Employees
- Sector 2. County Employees
- Sector 3. City Employees
- Sector 4. Special District Employees
- Sector 5. NLRB-Covered Employees
- Sector 6. Independent Providers
- Sector 7. Retirees
- Sector 8. Oregon Regional District 1
- Sector 9. Oregon Regional District 2
- Sector 10. Oregon Regional District 3
- Sector 11. Oregon Regional District 4
- Sector 12. Oregon Regional District 5

Not more than one (1) of the eighteen (18) officers of the executive committee shall be members of any one (1) local, except that the equity and inclusion officer may be from the same local as another member.

Section 18. At the biennial convention held in 2025, and every other biennial convention (every four years) thereafter, there shall be elected an executive director.

Section 19. The number of executive board members to be elected will be determined by the following: A workplace sector will be entitled to elect one executive board member for each two hundred (200) members in the sector or a major fraction thereof. However, if a workplace sector has fewer than two hundred (200) members, they will be entitled to one executive board member. Voting in workplace sector elections of sector vice-presidents and executive board members will be by per capita. With the exclusion of the executive committee, no more than two (2) executive board members shall be elected from any one local.

If legislation, ballot measure or court decision reduces, eliminates or invalidates "fair-share" status, the number of board seats to which workplace sectors are entitled shall be reduced as follows at the immediately succeeding regular or special convention: A workplace sector will be entitled to elect one executive board member for each three hundred (300) members in the sector or a major fraction thereof. However, if a workplace sector has fewer than three hundred (300) members, they will be entitled to one executive board member. Voting in workplace sector elections of sector vice-presidents and executive board members will be by per capita. With the exclusion of the executive committee, no more than one (1) executive board member shall be elected from any one local.

Section 20. To be eligible to hold office in a workplace sector, a nominee must be employed within the jurisdiction relevant to the office sought. To be eligible to hold office in a regional district sector, a nominee must be employed or reside within the jurisdiction relevant to the office sought.

Section 21. Prior to the close of the convention, nominations of at-large officers shall be conducted in open convention; no nominating committee shall be used. Election of at-large officers shall take place the following afternoon session. Any delegate may nominate any eligible member for the office of president, first vice president, second vice-president, secretary, treasurer and trustees. Sector meetings with delegates for the election of congressional district vice-presidents, workplace sector vice presidents and executive board members shall be held after the election of at-large officers. Following the nominating procedures, nominees shall be afforded the opportunity to decline and the name of any person so declining shall not appear on the ballot. No person shall be a candidate for more than one (1) office.

Section 22. Regional district sector meetings shall be held after the election of officers for the election of regional district sector vice-presidents. A delegate shall vote only in their own regional district sector, which is the sector within which their local union is headquartered. In order for a local union to vote their territorial membership for regional

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district vice-president in a district away from their local union headquarters, the local union president must notify the Council 75 Secretary in writing thirty (30) days prior to the commencement of the convention as to the number of members residing in such district or districts. The Council 75 Convention Credentials Committee shall determine such inquiries. In no case can any local cast votes in more than one regional district.

Section 23. Workplace sector meetings shall be held after the regional district meetings for the election of workplace sector vice-presidents and executive board members.

A delegate shall vote only for the executive board member or members from the workplace sector in which the membership of that delegate's local union is employed. If a local has members in more than one workplace sector, the votes of the local shall be cast in the workplace sector in which the largest number of members is employed.

In the event of a vacancy of a regional district vice-president, in order for a local union to vote their territorial membership for regional district vice-president in a district away from the regional district in which the local union is headquartered during the interim period, not within the confines of the Council 75 Convention, a local president must notify the Council 75 Secretary in writing thirty (30) days prior to the commencement of the election as to the number of members residing in such district or districts. The number of votes to be cast in the interim election cannot exceed the number of membership whose work location is located within that regional district. The Council 75 Executive Board shall determine such inquiries, prior to the commencement of the vote.

Section 24. Any delegate within a sector may nominate any eligible member from within the sector for sector vice-president or executive board.

Section 25. All persons elected during the convention shall take office immediately following the close of the convention in accordance with the International Constitution.

Section 26. Within thirty (30) days after receipt of the Oregon AFSCME Council 75 amended constitution, the president and reporting officer of each affiliate local and each executive board member of Oregon AFSCME Council 75 shall be provided with a copy of the amended constitution and all resolutions passed at prior Oregon AFSCME Council 75 conventions.

Article V Executive Committee

Section 1. The Executive Committee shall be the executive body of the council except when the executive board or convention is in session. As such, the Executive Committee shall be responsible for ensuring the implementation of decisions by the executive board or the convention on governance and policy making. The Executive Committee shall also assist the executive director regarding the business of the council and making time-sensitive decisions between meetings of the executive board and the convention.

Section 2. Minutes of the Executive Committee meetings shall be sent to all executive board members in a timely manner. Decisions by the Executive Committee shall be presented to the executive board at the next meeting of the board.

Section 3. The Executive Committee shall be composed of seventeen (17) officers: the Council 75 president, first vice-president, second vice-president, secretary, treasurer, the seven workplace sector vice-presidents and the five regional district vice-presidents. Each member of the Executive Committee shall have one vote each per the rules and regulations of Robert's Rules of Order Newly Revised. The executive director and all department directors will be non-voting, advisory members of the Executive

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Committee. The Executive Committee shall act as part of the executive board when the executive board is in session. The Executive Committee shall establish monthly meetings and shall also meet on call of the president or nine (9) members of the Executive Committee upon minimum notification of seventy-two (72) hours electronic notice for virtual meetings or seven (7) calendar days' notice for in person meetings to the executive board and provide specific notice regarding the intent of the meeting. The Executive Committee shall be responsible for formation of Oregon AFSCME Council 75 policies upon approval of the executive board. Meetings may be cancelled by a majority vote of the Executive Committee.

Section 4. The president shall perform the following duties:

- A. preside at all council conventions and meetings of the executive board and Executive Committee.
- B. appoint members to all council committees subject to the review and concurrence of the executive board.
- C. Be an ex-officio member of all council committees, except as otherwise provided in this constitution.
- D. be authorized to countersign all checks drawn against the funds of the council.
- E. report periodically to the membership regarding the progress and standing of the council and the president's official acts. perform such other duties as may be required by this constitution, the council convention, the executive board or the executive committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board of Council 75.
- F. be the automatic delegate to all conventions at which this council is entitled to representation. If the president is unable to serve as the council's delegate, the first vice-president, second vice-president, treasurer or secretary, in that order, may serve as the council's delegate.

Section 5. The first vice-president shall perform the following duties:

- A. closely assist the president in the work of the president's office.
- B. in the absence or inability of the president to serve, preside at all meetings and perform all duties of the president.
- C. be authorized to act as co-signer of checks drawn on the council funds in the event neither the treasurer nor president is available for such action.
- D. perform such other duties as may be required by this constitution, the council convention, the executive board or the Executive Committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board of Council 75.

Section 6. The second vice-president shall perform the following duties:

- A. closely assist the president and first vice-president in the work of their respective offices.
- B. in the absence or inability of the president or first vice-president to serve, perform said duties of the president or vice president as are required.



- C. perform such other duties as may be provided by action of the convention, executive board or Executive Committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board of Council 75.
- D. chair the Political Action Committee (PAC).

Section 7. The treasurer shall ensure the performance of the following duties:

- A. receipt for all funds of the council.
- B. deposit of all money so received in the name of the council in a bank or banks insured by the Federal Deposit Insurance Corporation selected by the executive board.
- C. assurance that the money so deposited shall be withdrawn only by checks properly signed by the authorized officers of the council via methods acceptable to the International Union and commonly practiced in the financial industry.
- D. disbursement of funds for such purposes as are required by the constitution or are authorized by the convention or executive board.
- E. maintenance of an accurate record of receipts and disbursements of the council and presentation to the Council Executive Committee and Executive Board, as well as to any affiliated local upon request, a statement of financial position including any operating statement of the financial transactions of the council at intervals not greater than quarterly per any fiscal year.
- F. assurance that all financial records and transactions comply with generally accepted accounting principles except where there is conflict with the International Financial Standards Code.
- G. submission of all fiscal documents and other reports to the Auditing Committee upon request.
- H. payment of the required per capita tax and submission of monthly membership reports to the International Union.
- I. proper custodianship of all properties of the council.
- J. other duties as may be required by the International Constitution or convention, this constitution, the council convention, the executive board or the Executive Committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board of Council 75.

Section 8. The secretary shall perform the following duties:

- A. keep a record of the proceedings of all conventions and meetings of the executive board and Executive Committee.
- B. ensure that the minutes of the above meetings are sent to the appropriate bodies in a timely manner.
- C. carry on the official correspondence of the council except as the executive board may direct otherwise.

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- D. perform such other duties as may be provided in this constitution or by the actions of the convention, executive board or Executive Committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board of Council 75.

Section 9. The equity and inclusion officer shall perform the following duties:

- A. chair the Equity and Inclusion Committee
- B. support AFSCME constituent groups and equity seeking communities.
- C. provide guidance caucus leadership and be a resource to aid in reporting, project management and growth to ensure that we are being reflective of our values.
- D. identify opportunities to increase equity and engagement across the Council 75 Executive Committee and Council 75 Executive Board.
- E. collaborate with union members, union leadership and union staff to promote action to assure the most equitable experience for all Council 75 members.

Section 10. The sector vice-presidents shall perform such duties as may be provided by action of the convention, executive board or executive committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board of Council 75. Such duties shall include, but are not necessarily limited to:

- A. attending all executive board meetings.
- B. bringing to the attention of Executive Committee and the executive board the specific needs of their respective sectors.
- C. meeting prior to each executive board meeting with the representatives of their respective sectors.
- D. disseminating information from meetings to local presidents within their respective sectors.
- E. recruiting members to serve in vacant executive board seats within their respective sectors.

Section 11. The regional district vice-presidents shall perform such duties as may be provided by action of the convention, executive board or Executive Committee or all other duties assigned or described by the Council 75 Policy Manual as approved by the executive board or Council 75. Such duties shall include, but are not necessarily limited to:

- A. attending all executive board meetings.
- B. bringing to the attention of the PAC and the executive board the specific political issues of their respective regional districts.
- C. disseminating information from Council 75 PAC meetings to local presidents and/or local PACs within their respective regional districts.
- D. coordination of candidate interviews as appropriate for each Oregon House of Representatives and Senate district within their respective regional districts, and the presentation of the endorsement recommendations from their respective regional districts to the Council 75 PAC.

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- E. assisting the second vice-president (PAC Chair) in the coordination of the PAC.
- F. recruiting members to serve in vacant PAC seats within their respective regional districts.

Section 12. The executive director shall be the council's administrative and executive officer, and shall devote full time work status to the council. The duties of this office shall include the following:

- A. the executive director shall be the chief executive and administrative officer of the council and shall conduct the affairs of the council in accordance with this constitution and the constitution of the International Union, and in accordance with the policy decisions of the convention and the Council Executive Board. The executive director shall, with the approval of the executive board, procure suitable offices for the transaction of the council business. The executive director shall, under the policies established by the executive board, employ, terminate, fix the compensation and expenses, and direct the activities of such office and professional staff and representatives as are required to carry out effectively the functions of this council. The executive director shall, with the approval of the executive board, engage such technical and professional services, including legal counsel and auditing services as may be required. The executive director shall report regularly to the Council Executive Board on all official actions taken. The executive director shall also be authorized to act as signer on checks drawn on Council 75 accounts in the event either the president or treasurer is unavailable for such action.
- B. in advance of each fiscal year, shall submit to the executive board a proposed budget for the coming year, setting forth the anticipated income and the source thereof and the anticipated expenditures and their purposes. The proposed budget shall be subject to the revisions and approval by the executive board and made a part of the monthly treasurer's report.
- C. serve as a non-voting member of the executive board.
- D. perform all other duties assigned to this office by the convention, executive board and executive committee.

Article VI Executive Board

Section 1. The executive board shall be the governing body of the council except when the convention is in session. The executive board shall possess all the powers of the convention except to amend this constitution. All matters affecting the policies, aims and means of accomplishing the purposes of the council not specifically provided for in this constitution or by the action of the convention shall be decided by the executive board.

Section 2. The executive board shall:

- A. meet not less than three (3) times yearly at a time and place fixed by the executive board. Special meetings will be held at the call of the president or of a majority of the members of the board.
- B. transact business of the executive board based upon a majority of members of such board being present to constitute a quorum.



- C. fill any vacant board position or replace in office any executive board member who has resigned or experienced any change in eligibility; e.g., is not present at three (3) consecutive meetings unless excused by the president; been promoted out of the bargaining unit; terminated their employment. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board. When a vacancy occurs, all locals in that sector shall be notified of the vacancy. Candidates for the vacant positions must be from the appropriate sector.
- D. replace in office any executive committee member, whose office becomes vacant, for the remainder of the unexpired term, by vote of the executive board. If a vacancy occurs between meetings of the executive board, the Executive Committee shall have the authority to appoint a member of the executive board to fill the position on an interim basis, for a period of no greater than ninety (90) days. When a vacancy occurs all locals in the council, or the involved sector for sector vice-presidents, shall be notified of the vacancy. Candidates for vacant sector vice-president positions must be from the appropriate sector, and shall be elected by members of the executive board from that sector.
- E. determine the compensation for the Executive Director through negotiations between the Executive Director and the Executive Committee's Personnel Subcommittee and then ratified by the Executive Board. The Executive Board shall conduct a review of the Executive Director compensation not less than every four years. The review shall include, but not be limited to, the Executive Director compensation paid by the Oregon Education Association, the Oregon Nurses Association and SEIU Local 503, Oregon Public Employees Union or others as mutually agreed.

Section 3. The executive director shall be a non-voting, advisory member of the executive board.

Section 4. In the case of a mid-term vacancy in the position of executive director, the executive board can fill the position from staff, active membership, from outside the union or as it otherwise sees fit.

Article VII Auditing Committee

Section 1. The Auditing Committee of Council 75 shall consist of three (3) trustees.

- A. at each convention trustees shall be elected to serve for a term of two years. Trustees shall possess the same qualifications for office as are set forth for executive board officers. The chair will be selected by the trustees.
- B. the Auditing Committee shall meet prior to each executive board meeting to review monthly financial reports and shall make a report to the executive board on the financial condition of the council along with recommendations they feel appropriate.
- C. the Auditing Committee shall be responsible for insuring there is at least annually an independent professional audit of the finances of the council, including the finances concerning any health and welfare, pension, insurance or other benefit programs covering employees of the council and that such audit is forwarded to the executive board.

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- D. in conducting any audit the Auditing Committee shall have the authority, without the necessity of prior approval of the executive board, to employ independent professional assistance.
- E. the Auditing Committee shall also examine the financial records and C.P.A. report prior to the convention and report their findings and recommendations to the convention.
- F. the financial books, accounts and other records of the affiliated locals shall be open to inspection at any time by representatives of the Council 75 president, treasurer, or trustees.

additionally, an audit of a local's financial books, accounts and other records may be requested in writing, by any member or officer of that affiliated local. The member or officer must be in good standing with both their local and Council 75.

annually, Oregon AFSCME Council 75 shall conduct a random audit of up to 15% of the member locals. Locals that have been audited by the International in that calendar year may use the audit to satisfy this requirement.

audits shall be conducted in accordance with the AFSCME International Financial Standards Code and generally accepted accounting, administrative and management principles.

upon completion of the audit, the council shall issue a report to the requestor and all Executive Board members of the local regarding the findings of the audit. This report will advise the affiliated local of any deficiencies or improprieties found, any actions required to remedy such deficiencies or improprieties and any recommended actions to improve the financial practices of the affiliated local.

should the affiliated local fail to provide access to financial books, accounts, or other records within a reasonable time as determine by Council 75, the council will refer the matter to the International for adjudication.

• Section 2. Vacancies in office shall be filled for the remainder of the unexpired term by vote of the executive board.

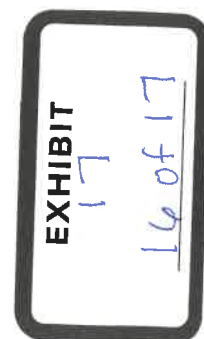
Article VIII Miscellaneous Provisions

Section 1. This council shall at all times be subject to the provisions of the constitution of the American Federation of State, County and Municipal Employees, AFL-CIO.

Section 2. Except to the extent specified in this constitution, no officer or employee of the council shall have the power to act as an agent for or otherwise bind the council except to that extent specifically authorized in writing by either the council convention or the executive board.

Section 3. The rules contained in the current edition of Robert's Rules of Order Newly Revised shall govern this council in all cases to which they are applicable and in which they are not inconsistent with this constitution and special rules of this council or of the American Federation of State, County and Municipal Employees.

Section 4. All judicial procedures shall be conducted in accordance with Article X of the International Constitution. A judicial board will be established.



Section 5. All officers and employees of this council shall be bonded at the expense of the council through the International Union office. The minimum bond shall be no less than ten (10) percent of the assets handled by the council annually.

Section 6. No person may serve simultaneously as an employee of this council and a voting member of either the executive board, the Executive Committee or the Auditing committee.

Article IX Amendments

This constitution may be amended, revised or otherwise changed only during the council convention, by a simple majority vote of those voting on such proposed change, and such change shall become effective upon being passed, unless otherwise provided for in the amendment, and only upon written approval of the International President.

Approved by:

A handwritten signature in black ink that reads "Lee Saunders". The signature is written in a cursive, flowing style.

LEE SAUNDERS
President

Approval date: February 23, 2024



Pictures

1 message

Diamante Ejecutiva <d.ejecutiva16faa@gmail.com>
To: Anneliese Sheahan <anneliese.sheahan@gmail.com>

Fri, Sep 13, 2024 at 11:33 PM

Sinceramente,
Sabi Velasco

2 attachments



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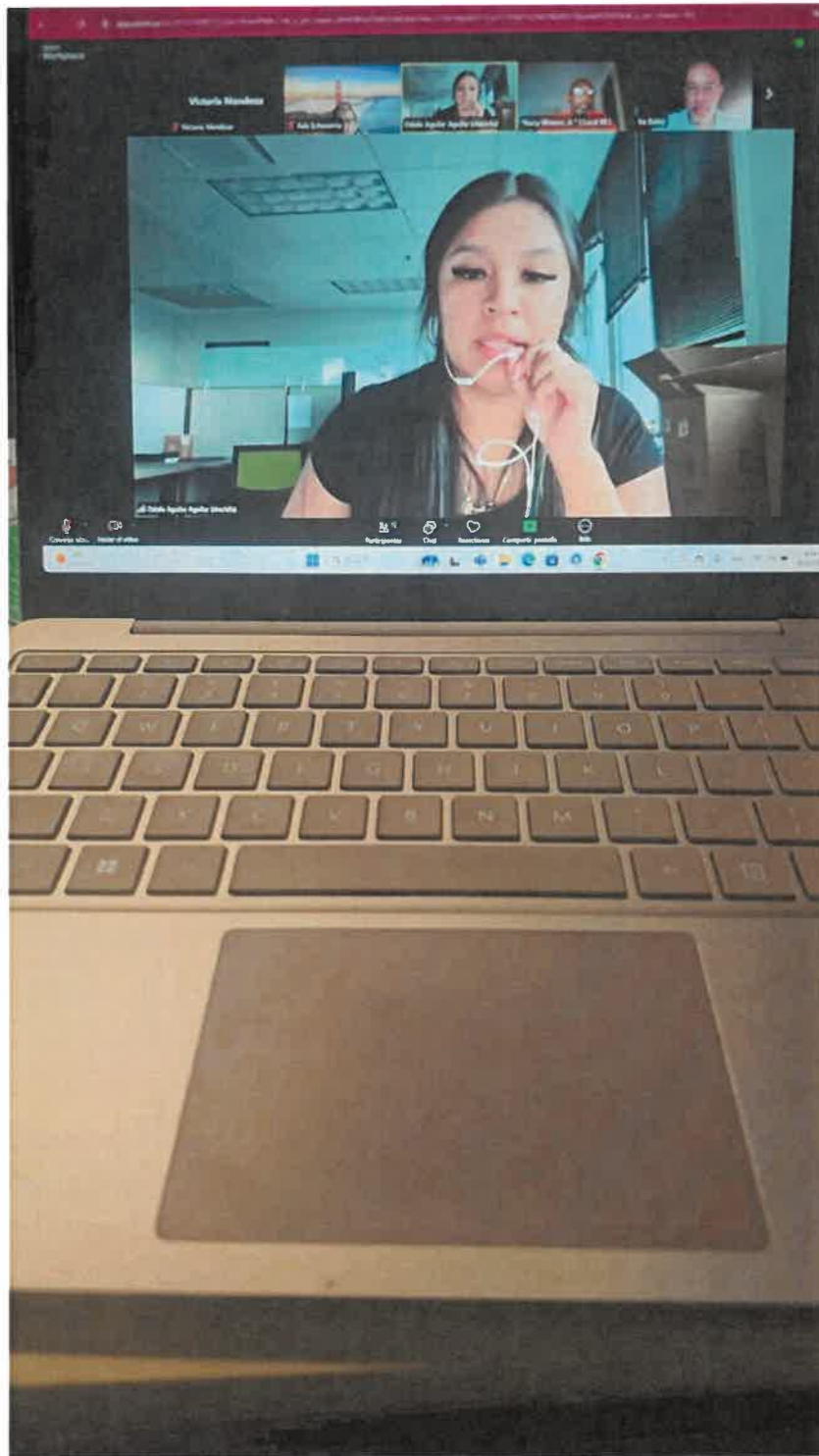


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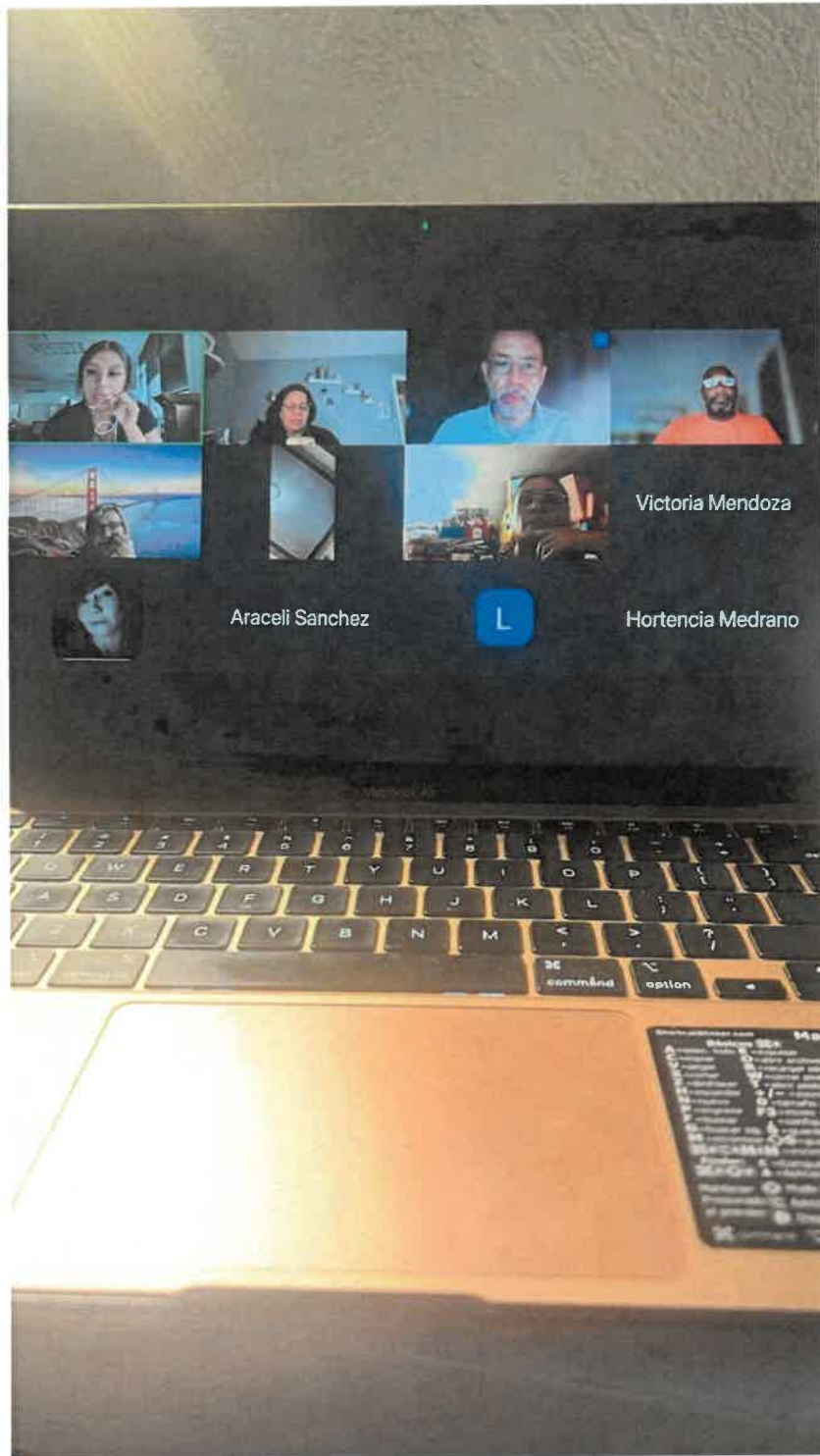


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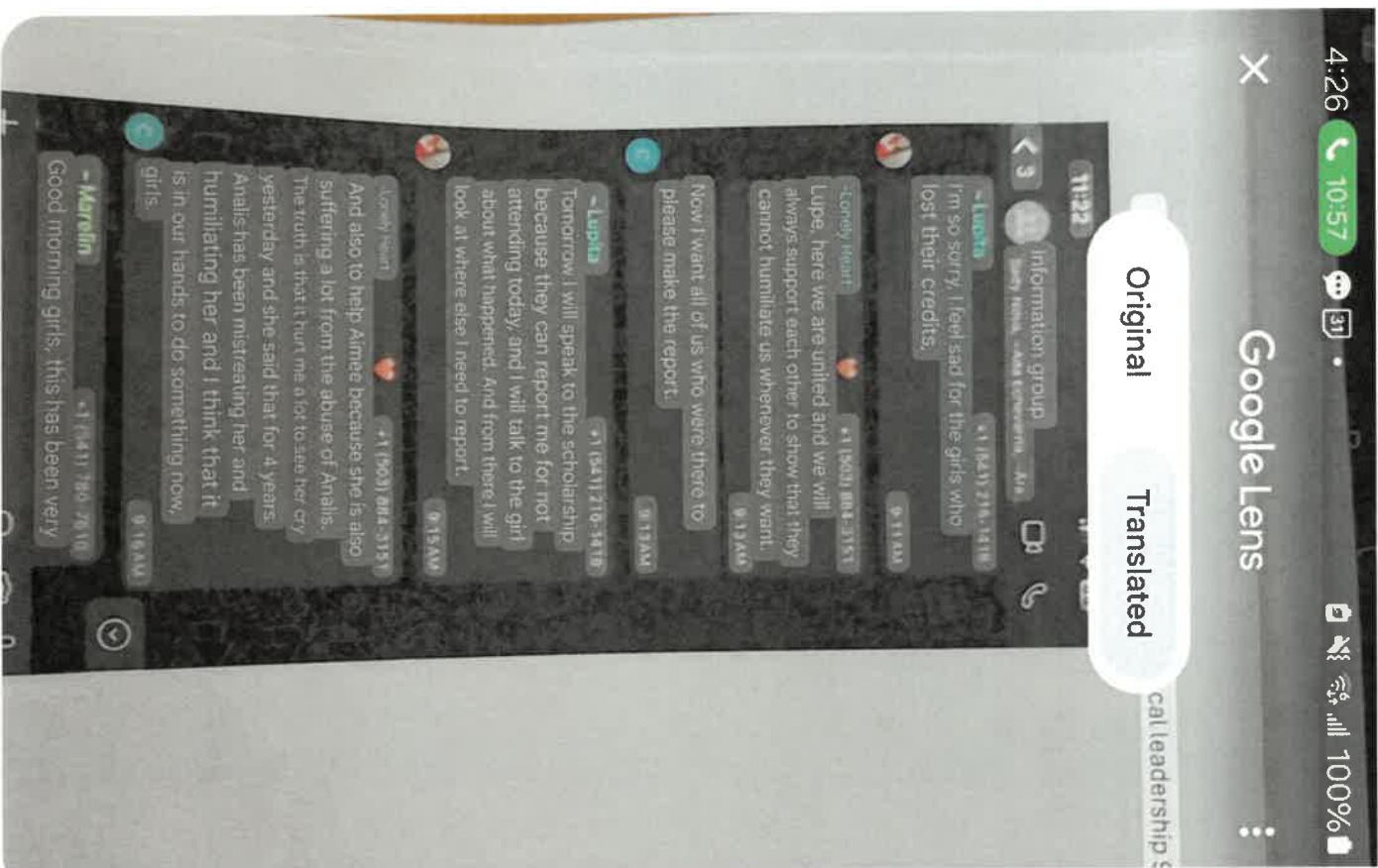
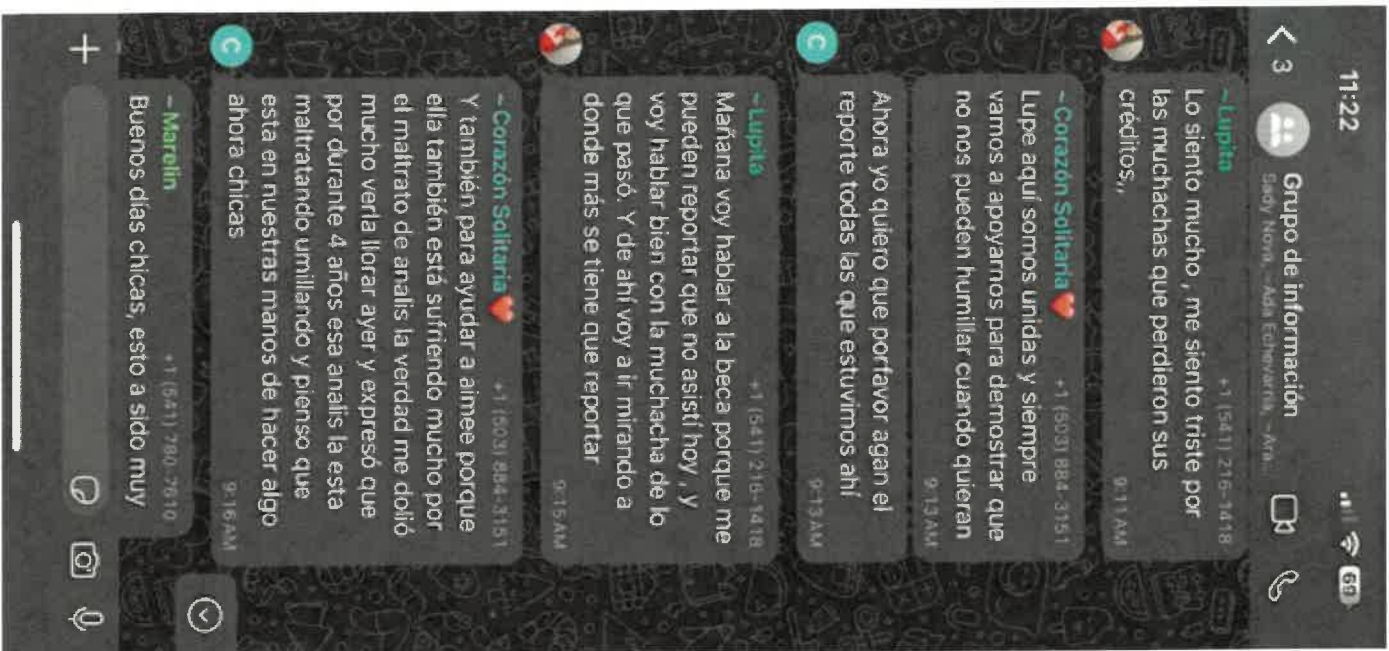


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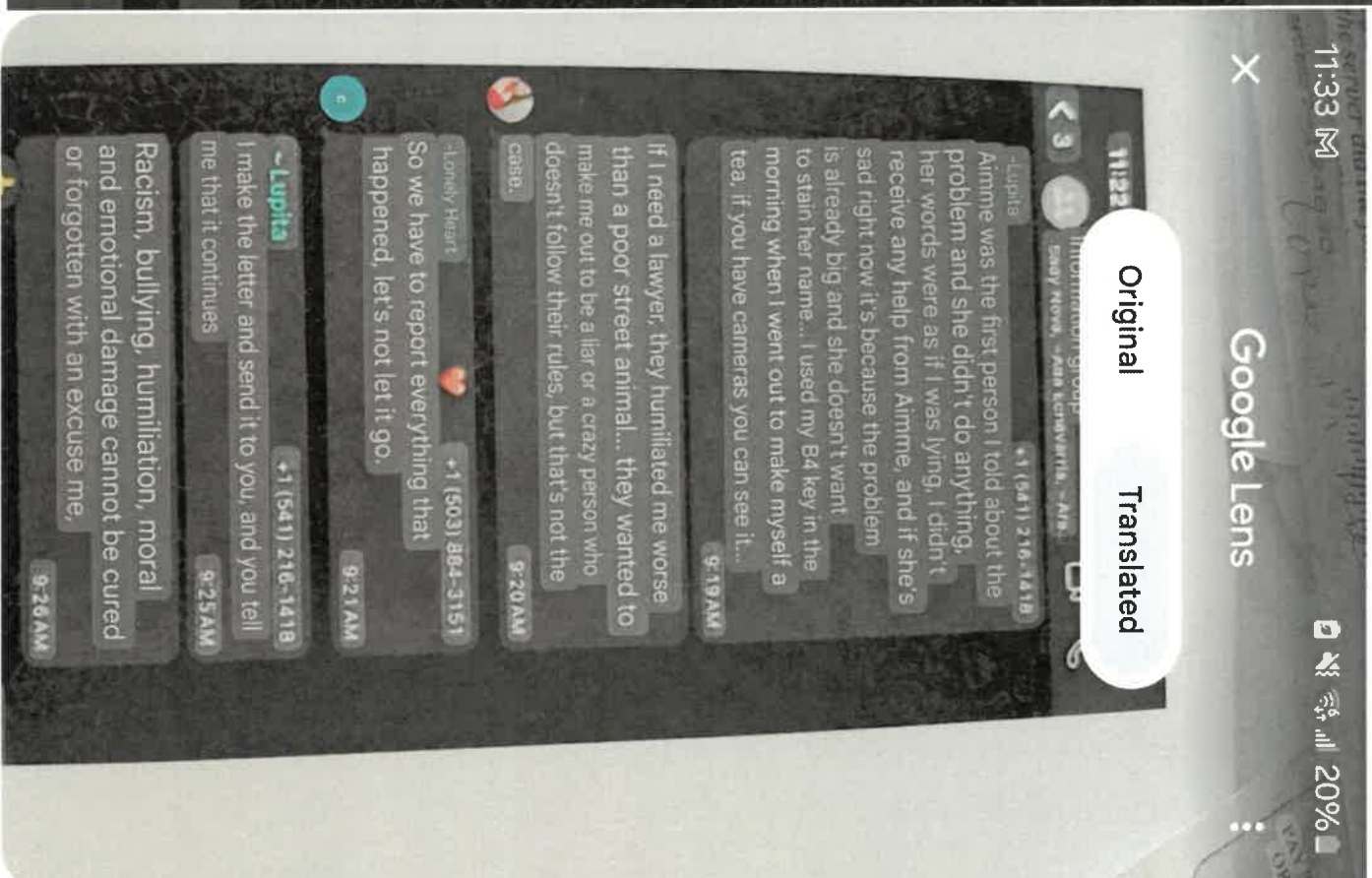


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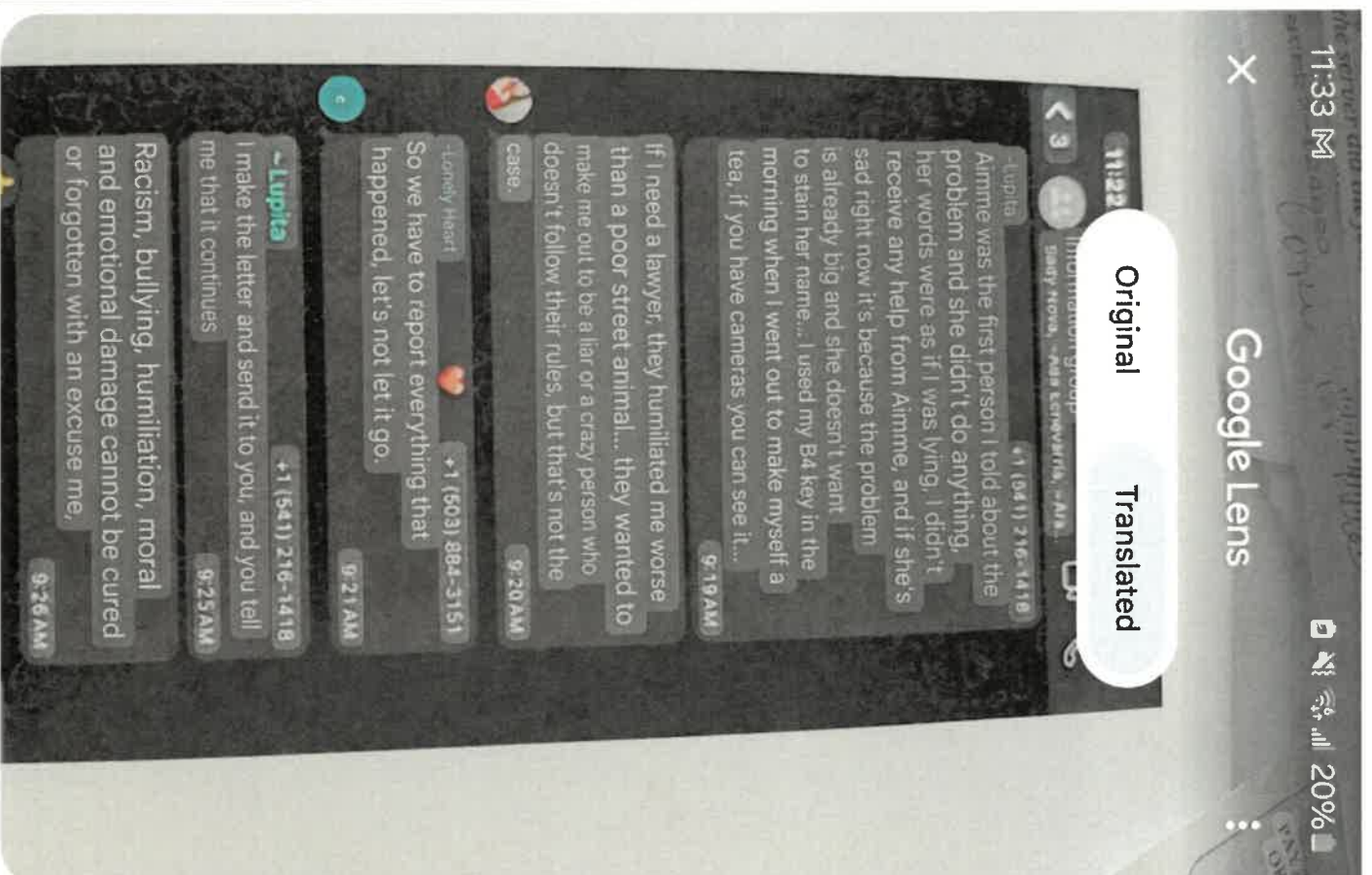
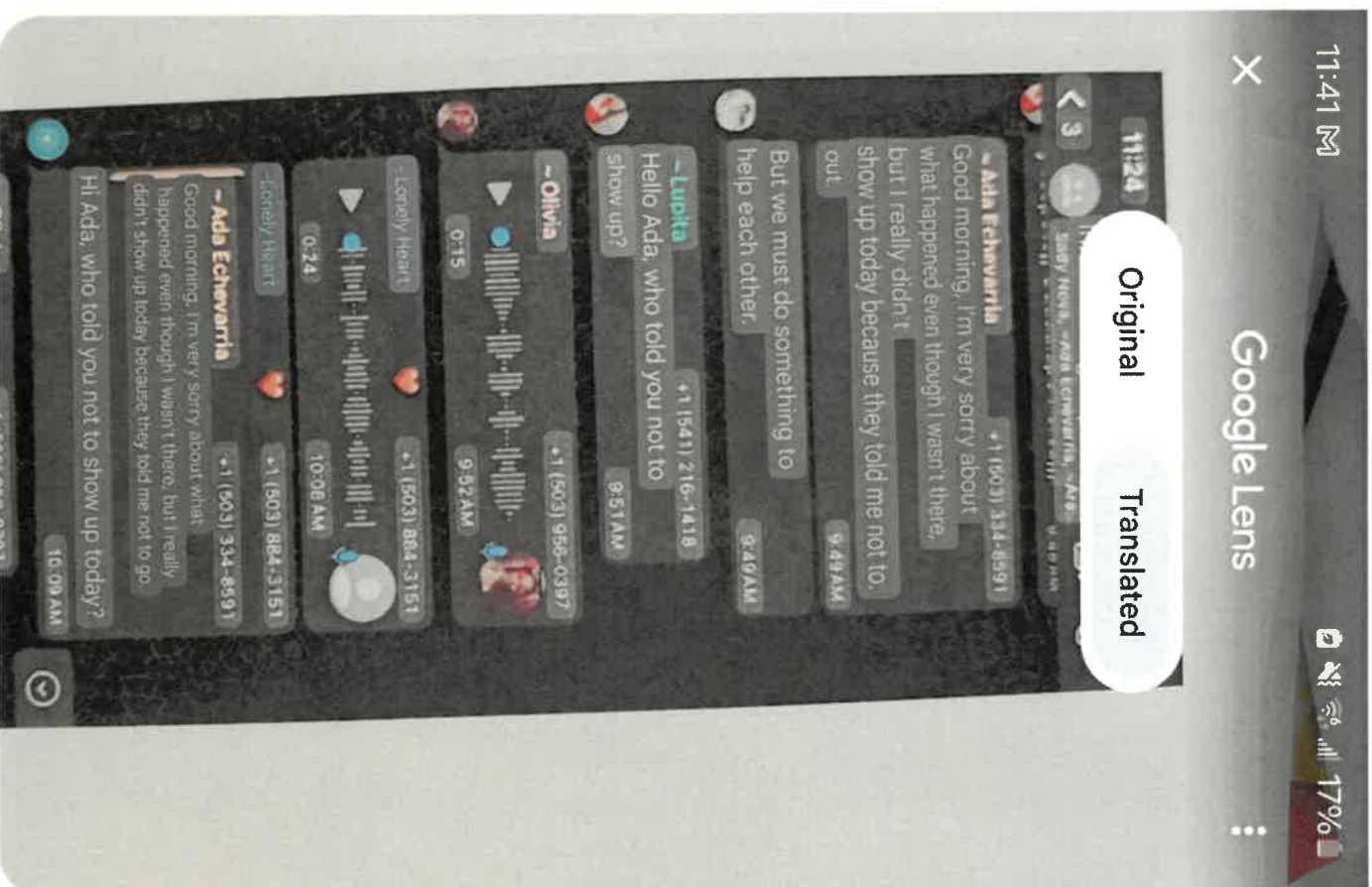
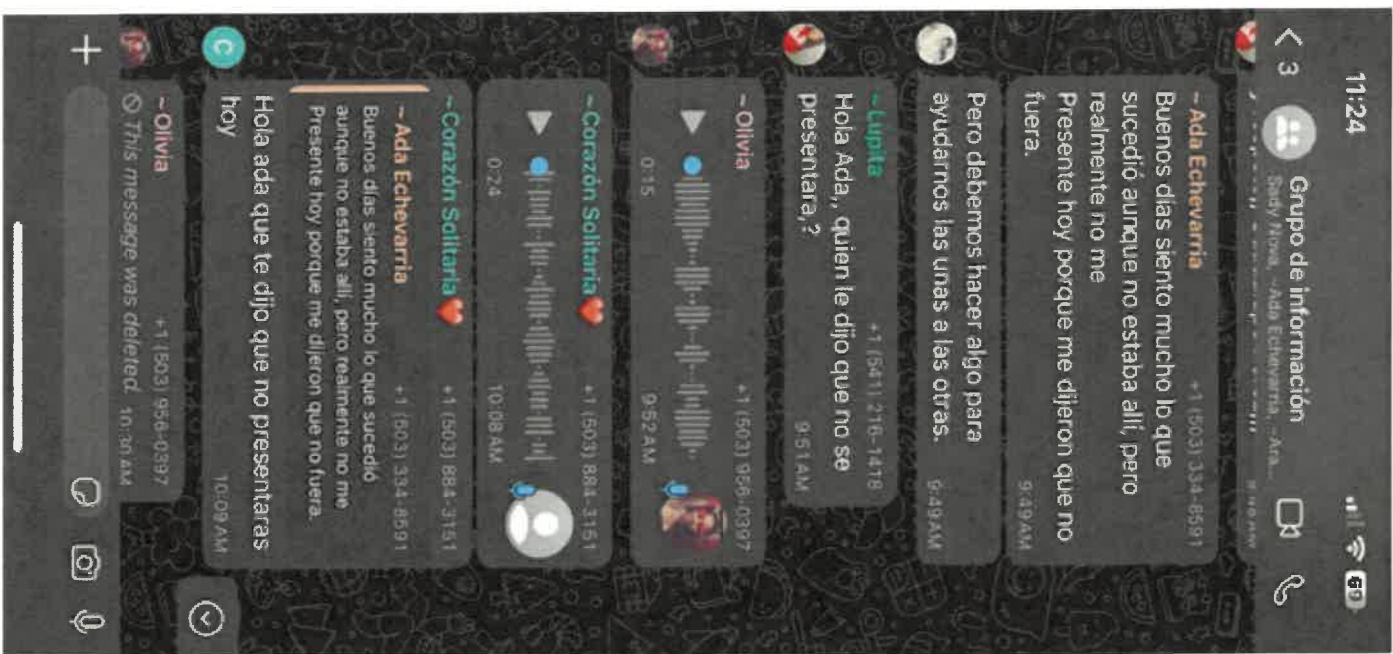


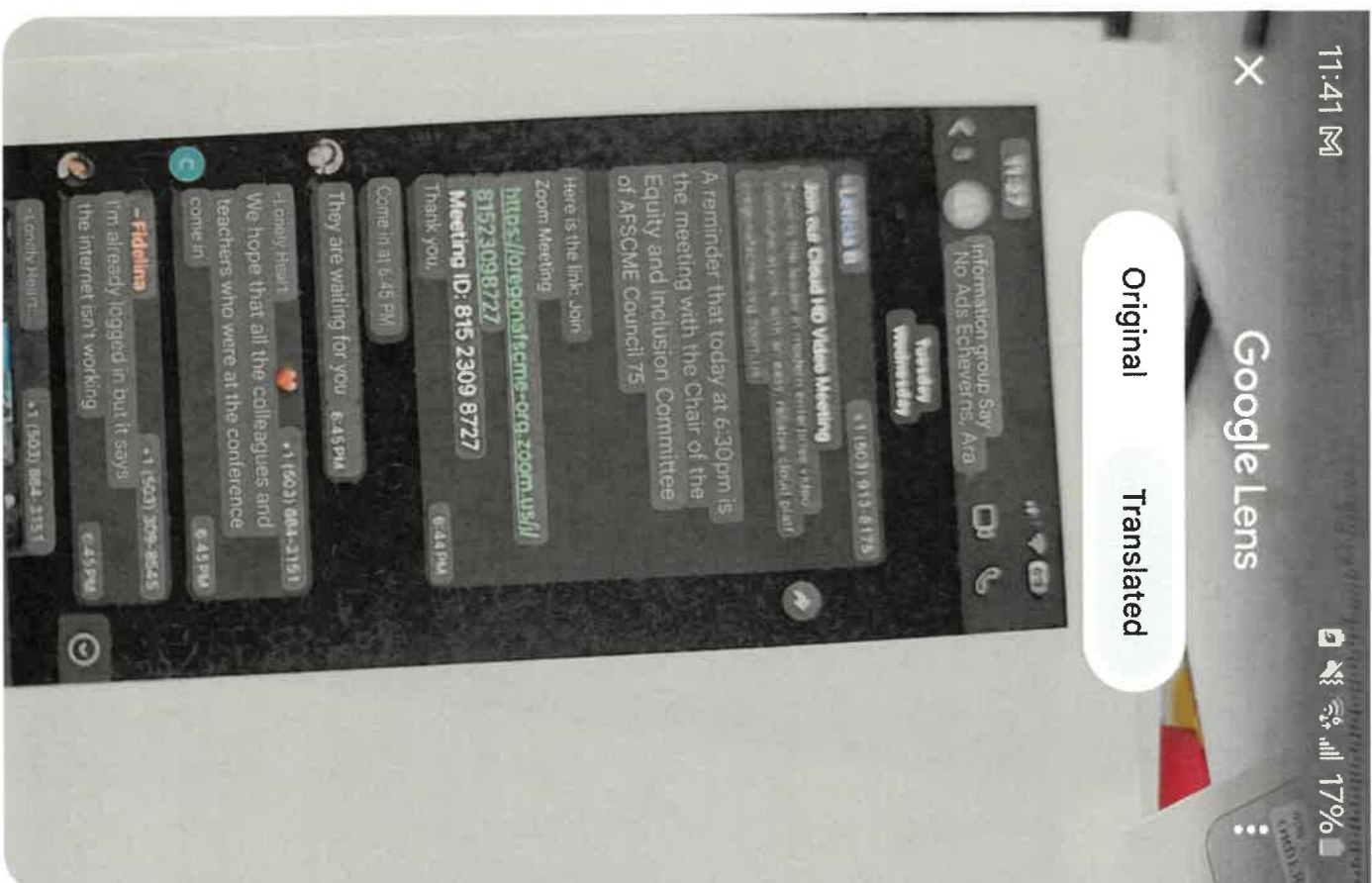
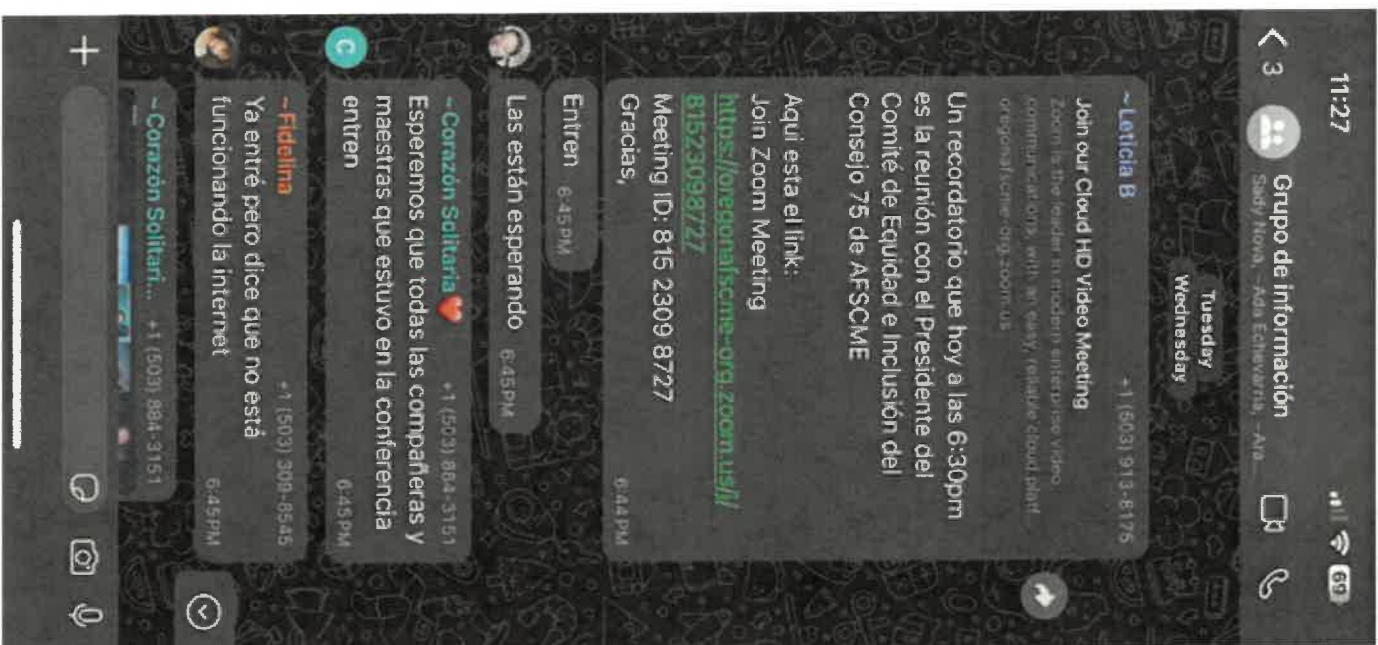
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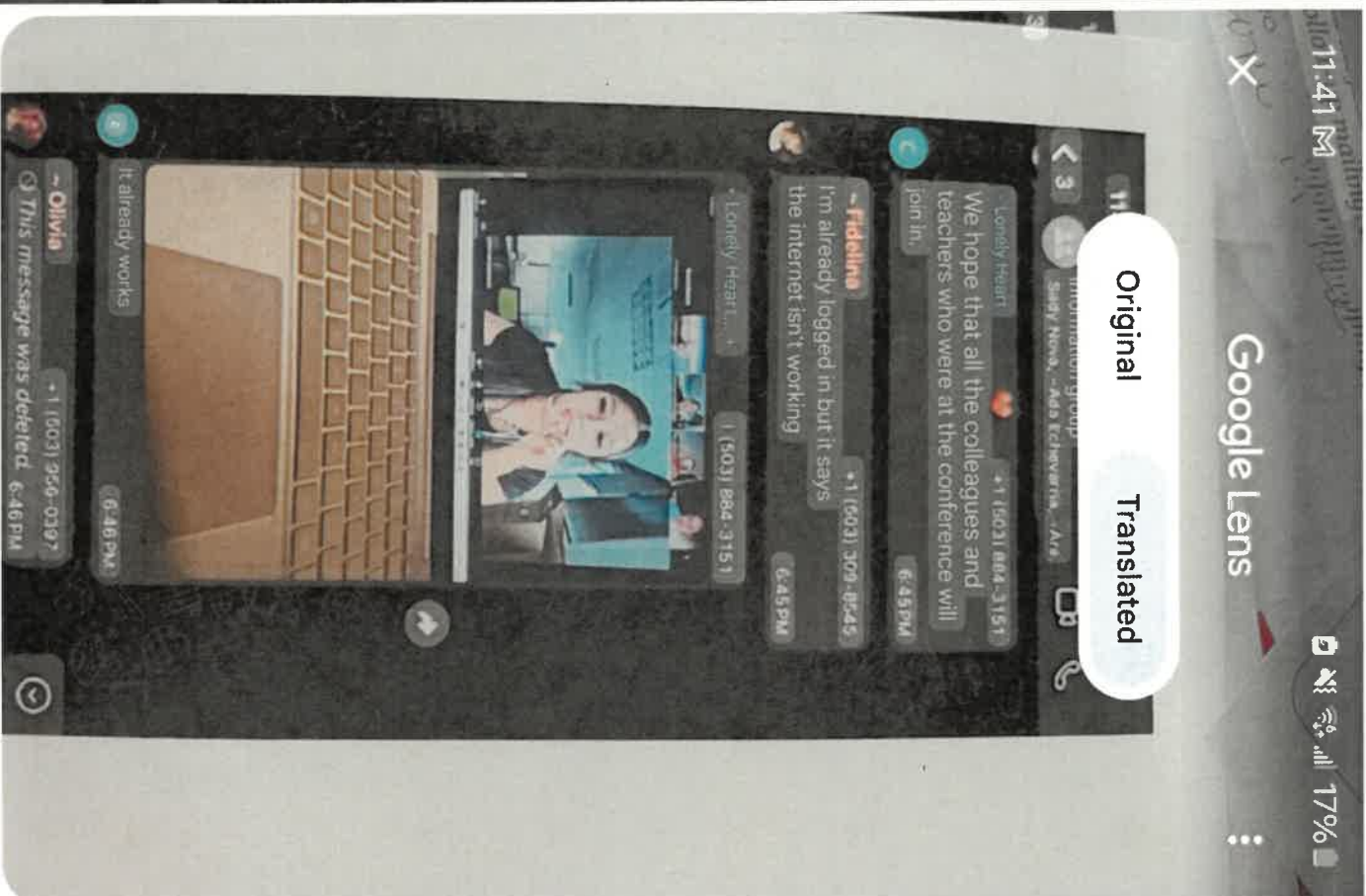
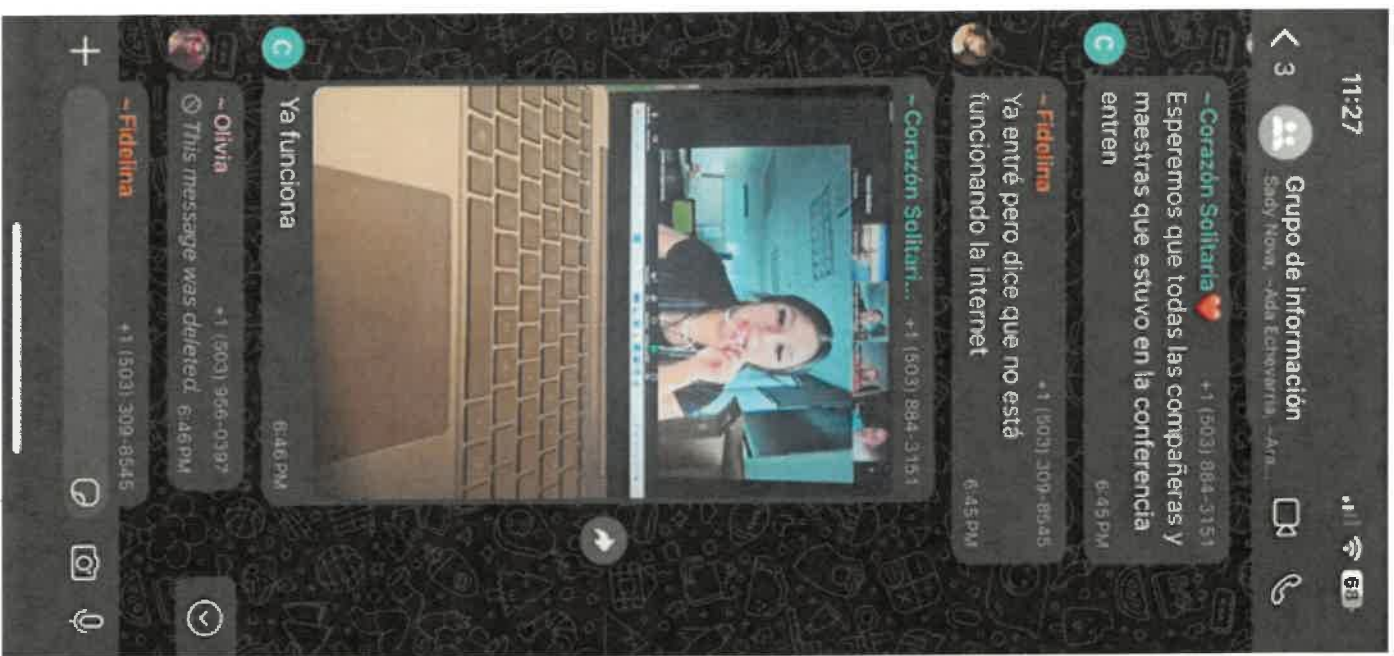
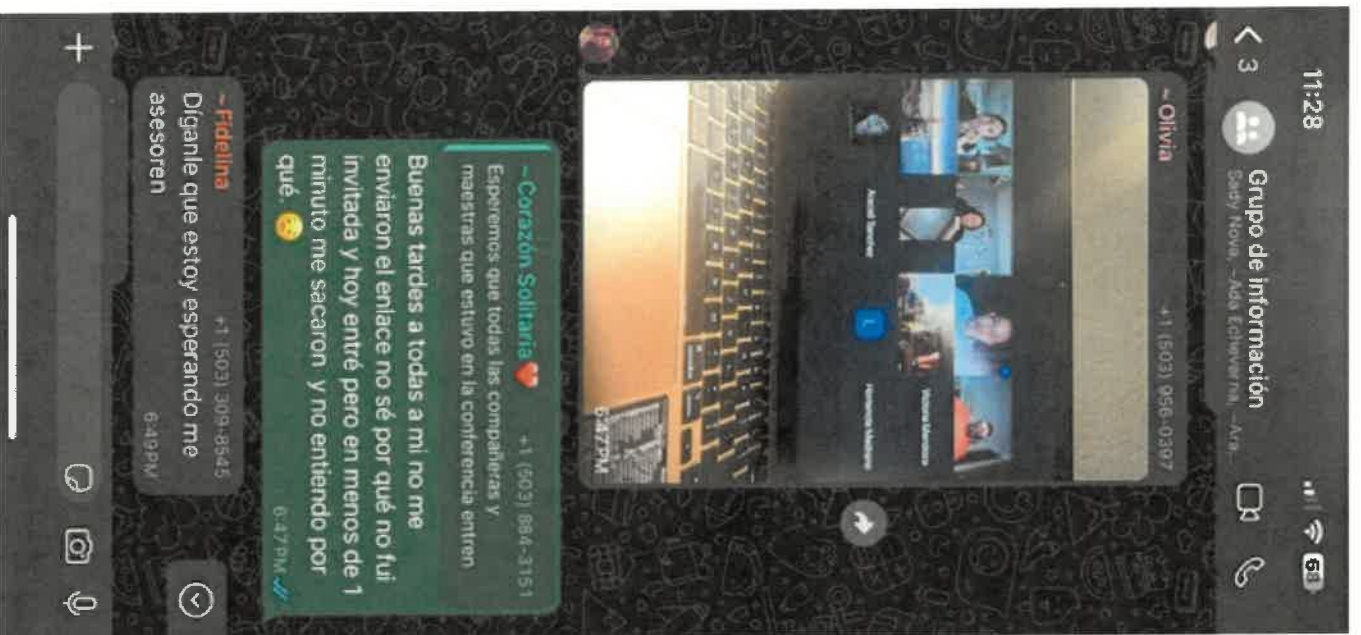
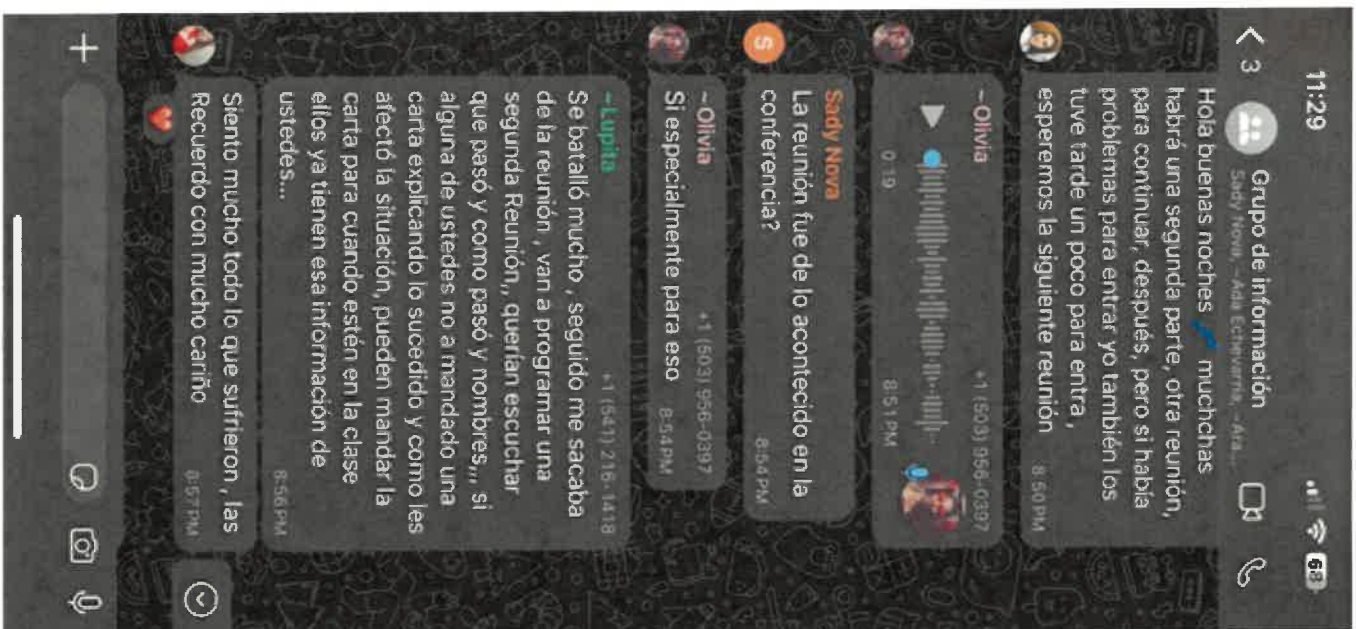


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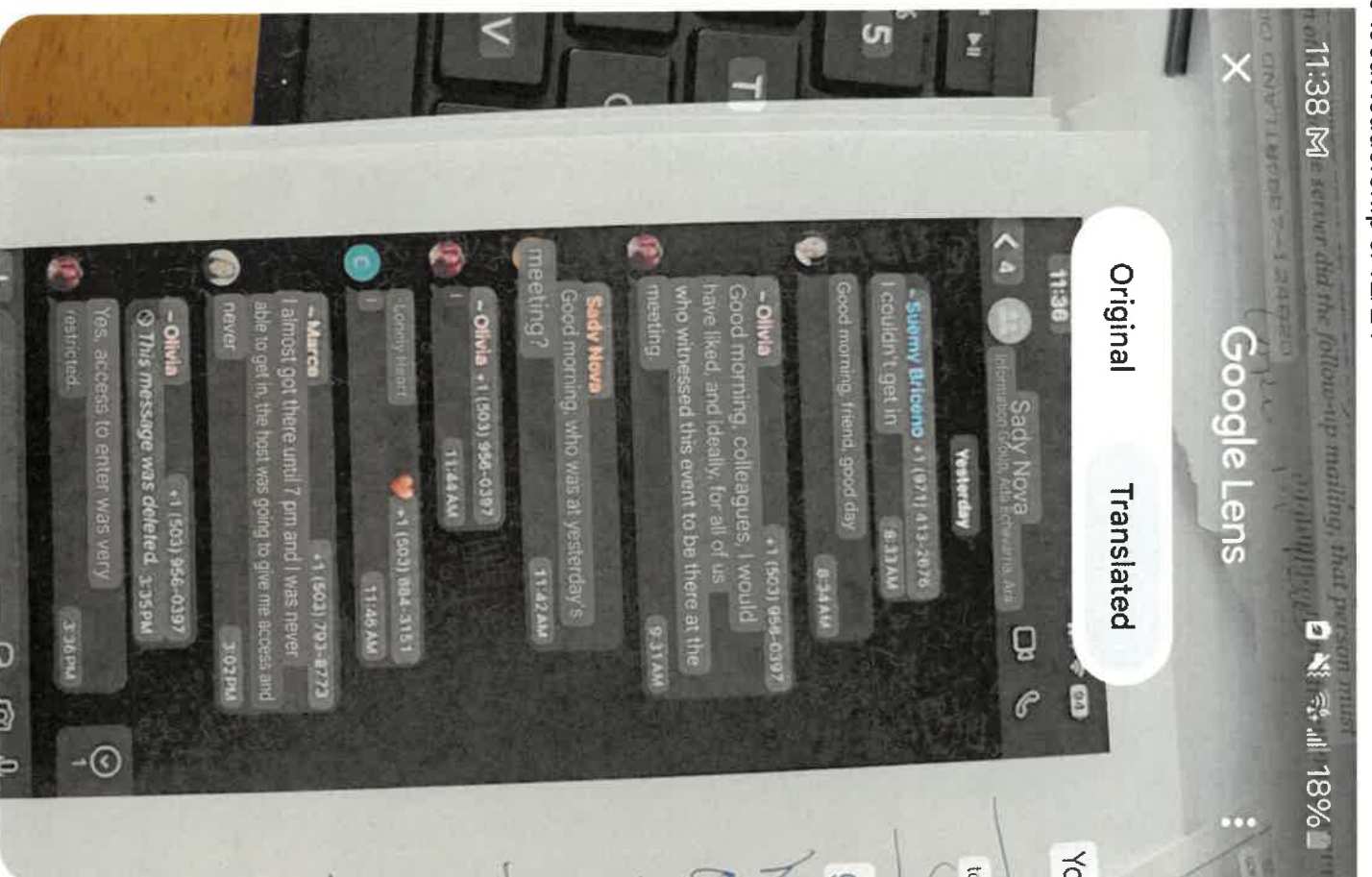
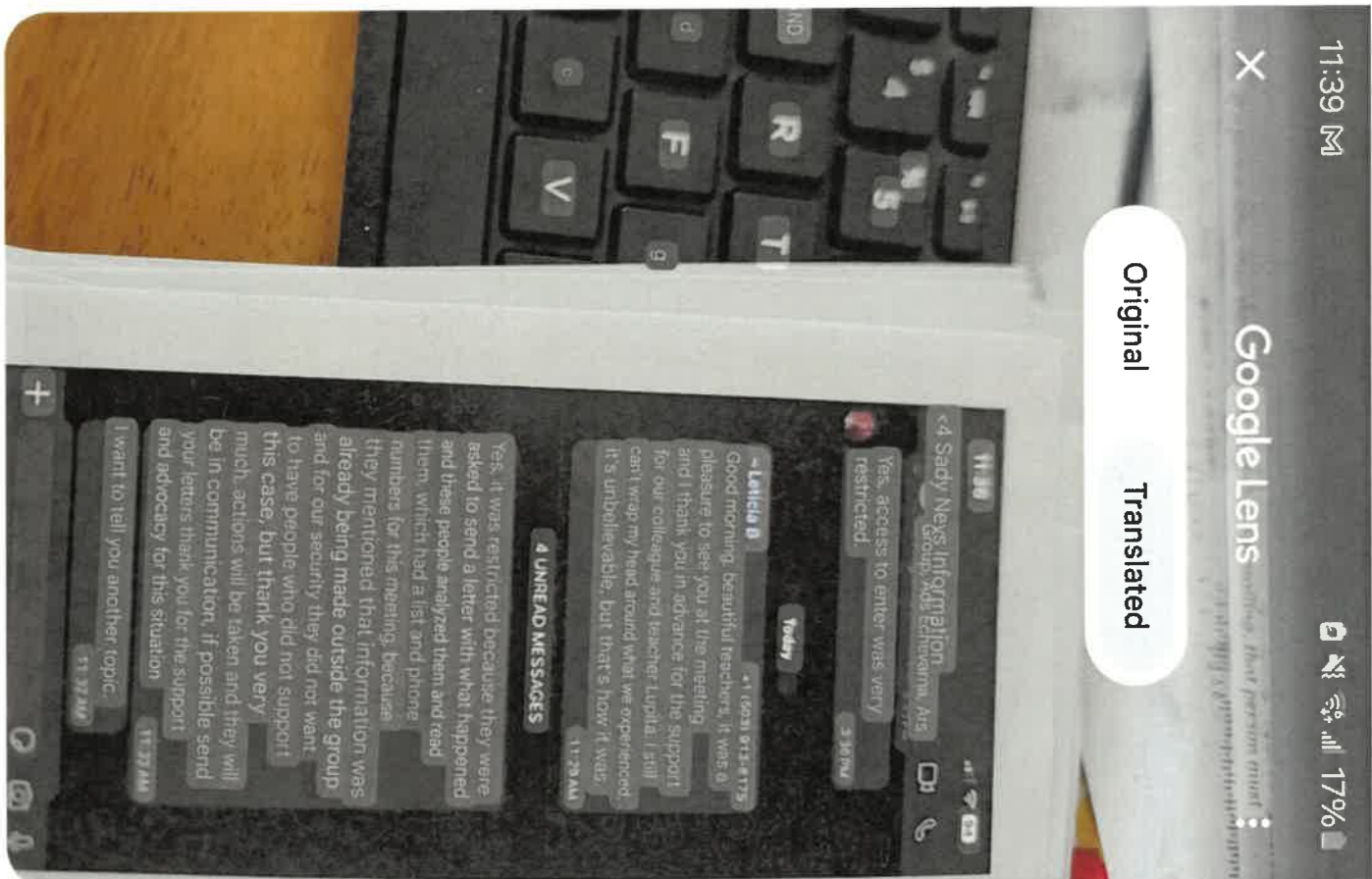
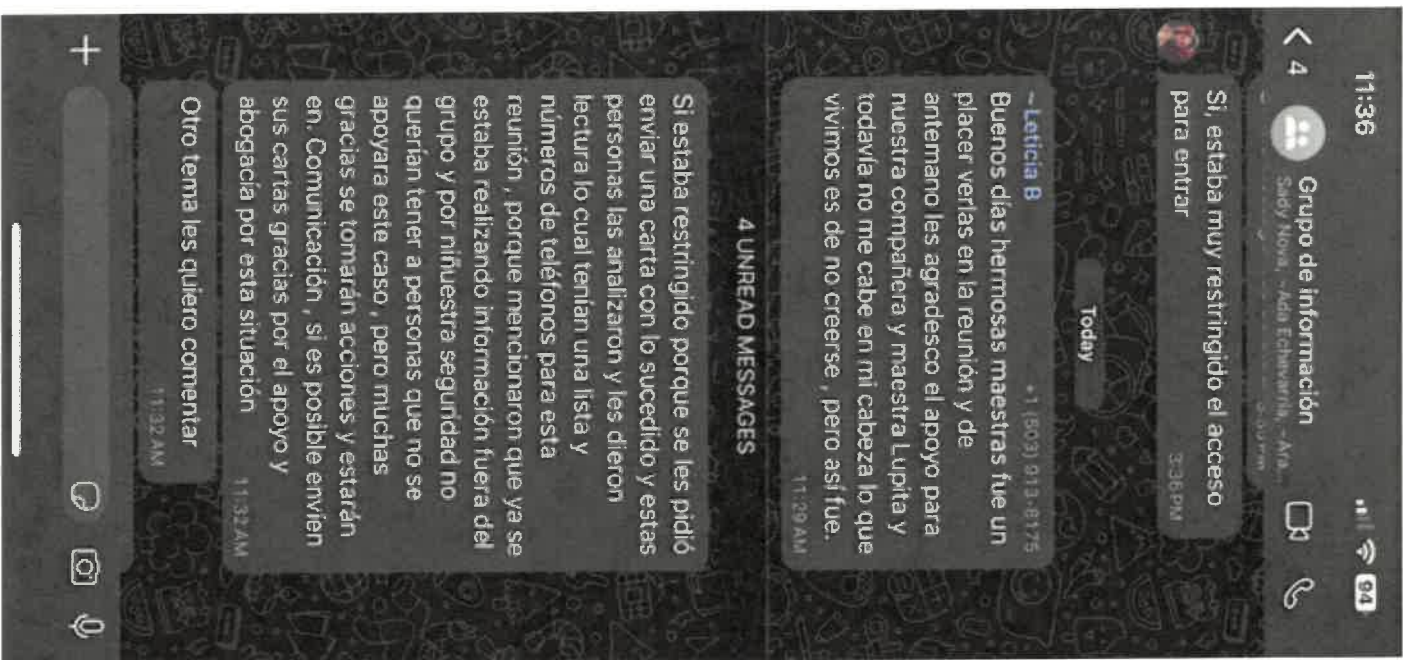
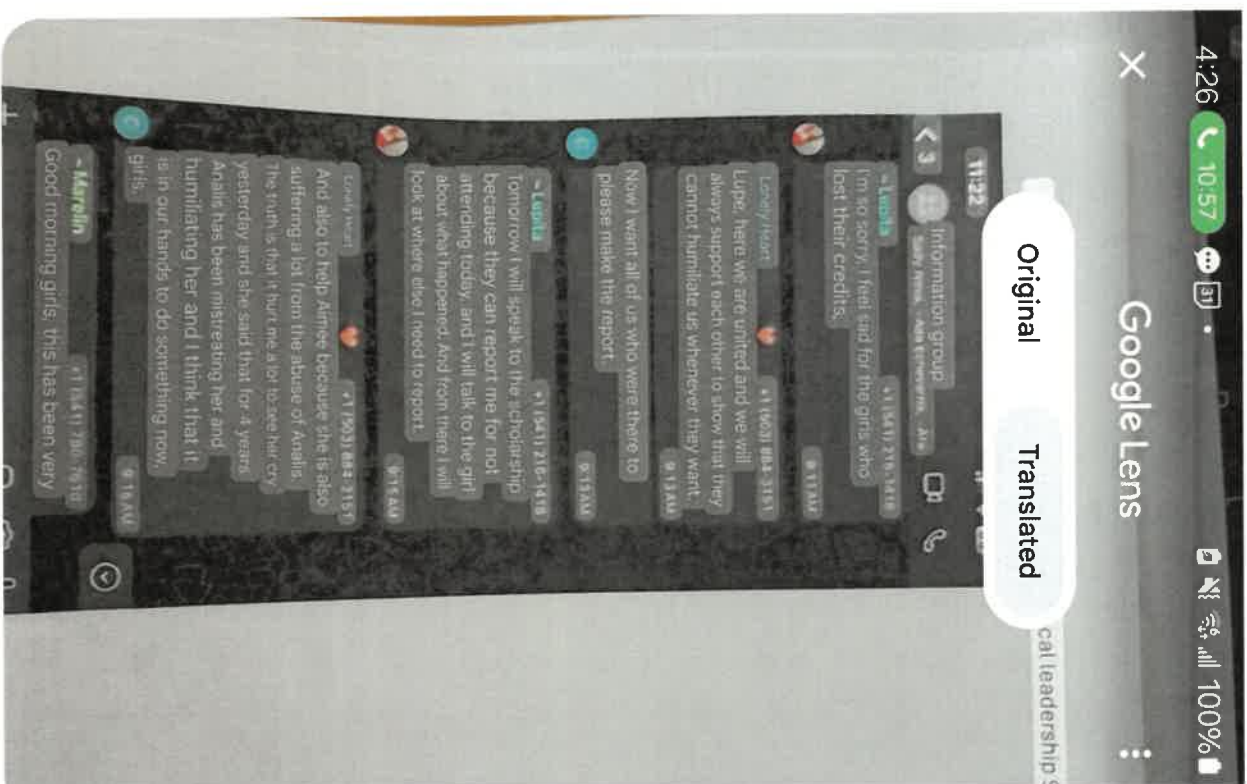


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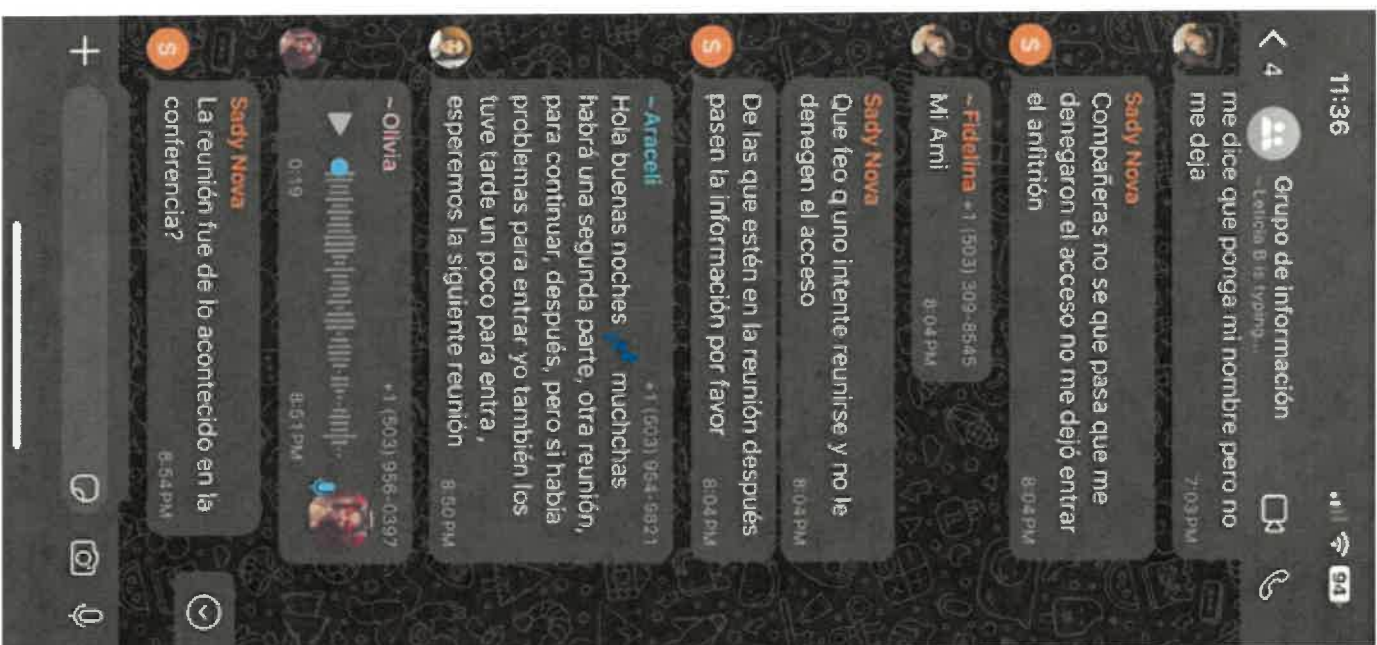




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Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Final request

5 messages

Oregon CCPT Local 132 <oregonccpt132@gmail.com>
To: Menucha Retreat Assistant <assistant@menucha.org>

Mon, Aug 12, 2024 at 4:01 PM

Is there any chance we could add one more person? Sabi Velasco's daughter (adult) is asking us if we can add her so she can attend with her mom as the daughter is going to open her own child care program. Anneliese

Menucha Retreat Assistant <assistant@menucha.org>
To: Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Tue, Aug 13, 2024 at 1:14 PM

Yes, we can increase to 32 people. What room will she be in?

Mary Anne Meyn
Guest Services Coordinator
Menucha Retreat & Conference Center
971-393-2254 My Desk

503-695-2243 Menucha office

www.menucha.org
Sacred Space, Purposeful Work

(she, her, hers)

From: Oregon CCPT Local 132 <oregonccpt132@gmail.com>
Sent: Monday, August 12, 2024 4:02 PM
To: Menucha Retreat Assistant <assistant@menucha.org>
Subject: Final request

Is there any chance we could add one more person? Sabi Velasco's daughter (adult) is asking us if we can add her so she can attend with her mom as the daughter is going to open her own child care program. Anneliese

Oregon CCPT Local 132 <oregonccpt132@gmail.com>
To: Menucha Retreat Assistant <assistant@menucha.org>

Tue, Aug 13, 2024 at 10:50 PM

OMG and now we have a person who mailed their registration in and couldn't follow directions. Jennifer Curtiss. So that would be 33 people. And this is where I'm drawing the line bc people are ridiculous.

Jennifer Curtiss (please 🙏) This was the mail in I found at the office today.
Yesenia Flores (this is who I emailed you about)

Moved some folks around to balance out the rooms.

This is the absolute final -- total of 33.





Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Final request

5 messages

Oregon CCPT Local 132 <oregonccpt132@gmail.com>
To: Menucha Retreat Assistant <assistant@menucha.org>

Mon, Aug 12, 2024 at 4:01 PM

Is there any chance we could add one more person? Sabi Velasco's daughter (adult) is asking us if we can add her so she can attend with her mom as the daughter is going to open her own child care program. Anneliese

Menucha Retreat Assistant <assistant@menucha.org>
To: Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Tue, Aug 13, 2024 at 1:14 PM

Yes, we can increase to 32 people. What room will she be in?

Mary Anne Meyn
Guest Services Coordinator
Menucha Retreat & Conference Center
971-393-2254 My Desk

503-695-2243 Menucha office

www.menucha.org
Sacred Space, Purposeful Work

(she, her, hers)

From: Oregon CCPT Local 132 <oregonccpt132@gmail.com>
Sent: Monday, August 12, 2024 4:02 PM
To: Menucha Retreat Assistant <assistant@menucha.org>
Subject: Final request

Is there any chance we could add one more person? Sabi Velasco's daughter (adult) is asking us if we can add her so she can attend with her mom as the daughter is going to open her own child care program. Anneliese

Oregon CCPT Local 132 <oregonccpt132@gmail.com>
To: Menucha Retreat Assistant <assistant@menucha.org>

Tue, Aug 13, 2024 at 10:50 PM

OMG and now we have a person who mailed their registration in and couldn't follow directions. Jennifer Curtiss. So that would be 33 people. And this is where I'm drawing the line bc people are ridiculous.

Jennifer Curtiss (please 🙏) This was the mail in I found at the office today.
Yesenia Flores (this is who I emailed you about)

Moved some folks around to balance out the rooms.

This is the absolute final -- total of 33.



Good luck on your exams!

Stacey Rogers

Administrative Assistant
Menucha Retreat & Conference Center
503-695-2243 office
www.menucha.org
Sacred Space, Purposeful Work

(pronouns: she, her, hers)

From: Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Sent: Tuesday, August 13, 2024 10:51 PM

To: Menucha Retreat Assistant <assistant@menucha.org>

Subject: Re: Final request

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Jennifer Curtiss (please 🙏) This was the mail in I found at the office today.

Yesenia Flores (this is who I emailed you about)

Moved some folks around to balance out the rooms.

This is the absolute final -- total of 33.

I do have one last question --- I have a low riding car (my husband is coming from Utah and has our Jeep so I have to drive the car). It's really low. Is the driveway and parking lot in good shape (or will I struggle with potholes)? I may have to figure out a ride if my car won't make it down the one way to the main parking lot and then out the exit. I in no way mean this in a rude way I just want to check because my husband gets nervous when we go places if I have to pull into a lot or anywhere we haven't been (recently) -- he likes to be sure the car won't get dinged up.

I have a final on Wednesday and Friday for college so I'm not sending anything else. I attached the updated room assignments. The gal listed with Zack is not staying over because she needs to be home with elderly adult that lives with her for the overnights.

Thanks. Anneliese

On Tue, Aug 13, 2024, 1:14 PM Menucha Retreat Assistant <assistant@menucha.org> wrote:

Yes, we can increase to 32 people. What room will she be in?

EXHIBIT

20
3 of 8

Mary Anne Meyn
Guest Services Coordinator
Menucha Retreat & Conference Center
971-393-2254 My Desk

503-695-2243 Menucha office

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(she, her, hers)

From: Oregon CCPT Local 132 <oregonccpt132@gmail.com>
Sent: Monday, August 12, 2024 4:02 PM
To: Menucha Retreat Assistant <assistant@menucha.org>
Subject: Final request

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Oregon CCPT Local 132 <oregonccpt132@gmail.com>
To: Menucha Retreat Assistant <assistant@menucha.org>

Wed, Aug 14, 2024 at 11:01 AM

Thank you. Anneliese

On Wed, Aug 14, 2024, 9:01 AM Menucha Retreat Assistant <assistant@menucha.org> wrote:

I've added Jennifer and Ysenia to your overnight guest counts for all meals and will pass on the room assignments to our housekeeping staff. I'll send a final arrival email by this afternoon.

Our entrance road to Menucha is paved and the parking lot is gravel. You should be fine.

Good luck on your exams!

Stacey Rogers
Administrative Assistant
Menucha Retreat & Conference Center
503-695-2243 office
www.menucha.org
Sacred Space, Purposeful Work

(pronouns: she, her, hers)

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Sent: Tuesday, August 13, 2024 10:51 PM



To: Menucha Retreat Assistant <assistant@menucha.org>

Subject: Re: Final request

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Mary Anne Meyn
Guest Services Coordinator
Menucha Retreat & Conference Center
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www.menucha.org
Sacred Space, Purposeful Work

(she, her, hers)

From: Oregon CCPT Local 132 <oregonccpt132@gmail.com>

Sent: Monday, August 12, 2024 4:02 PM

EXHIBIT

20
5088

To: Menucha Retreat Assistant <assistant@menucha.org>

Subject: Final request

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EXHIBIT

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60f8

GROUP NAME: Local 132 CCPT AFSCME ARRIVAL DATE: 8/16/24

CREEVEY COMPLEX

All bedrooms have one queen bed, two single beds, and a private bathroom.

Beds are made on arrival; towels are provided in these rooms.

BUILDING A: WILLIAM H. CREEVEY COMMONS: Wheelchair accessible

LOBBY: Carpeted area with refrigerator, microwave, hot beverage machine, pay phone, 3 restrooms (one wheelchair accessible), 2 water fountains, chairs and tables

MEETING ROOM: 22' x 35' (770 sq ft) carpeted room with view of wooded area, propane fireplace, couch, conference tables and chairs, VCR/DVD/monitor, and easel.

BUILDING B – West of Creevey Commons, lower level

Room 1: Tub with shower

1. RABECCA WHALEN 2. ANNA PICKEL 3. JENNIFER CURTISS

Room 2: Shower

1. ANNELIESE SHEAHAN 2. CHIVA CORD 3. x

Room 3: Shower

1. ALEXIA NICE 2. SHERRI PATTEE 3. JENNIFER GLEASON

Room 4: Shower

1. RACHAEL LAMET 2. AMBER OLDRIDGE 3. VANESSA BROWN

BUILDING C – East of Creevey Commons, lower level

Room 1: Shower

1. FEDELINA GARCIA 2. SUEMI BRICENO 3. MARELIN M DIAZ

Room 2: Tub with shower

1. ZACK WOLCHESKY 2. ADA ECHIVERRIA 3.

Room 3: Shower

1. SABI VELASCO 2. YESENIA FLORES 3. SADY NOVA C.

Room 4: Shower

1. PATTI ANDA 2. AIMEE OLIN 3. JESSE BURROWS

BUILDING D – East of Creevey Commons

All rooms are wheelchair accessible with roll-in shower in the bathroom.

Room 1:

1. HEIDI LAWLER 2. x 3. x

Room 2:

1. VICTORIA MENDOZA 2. MARIA RM GABRIEL 3. MARIA EM GABRIEL

Room 3:

1. ARACELI SANCHEZ 2. MARICELA MESA 3. HORTENCIA M AYALA

Room 4:

1. OLIVIA R TORRES 2. JUANA LB SANCHEZ 3. GUADALUPE PEREZ

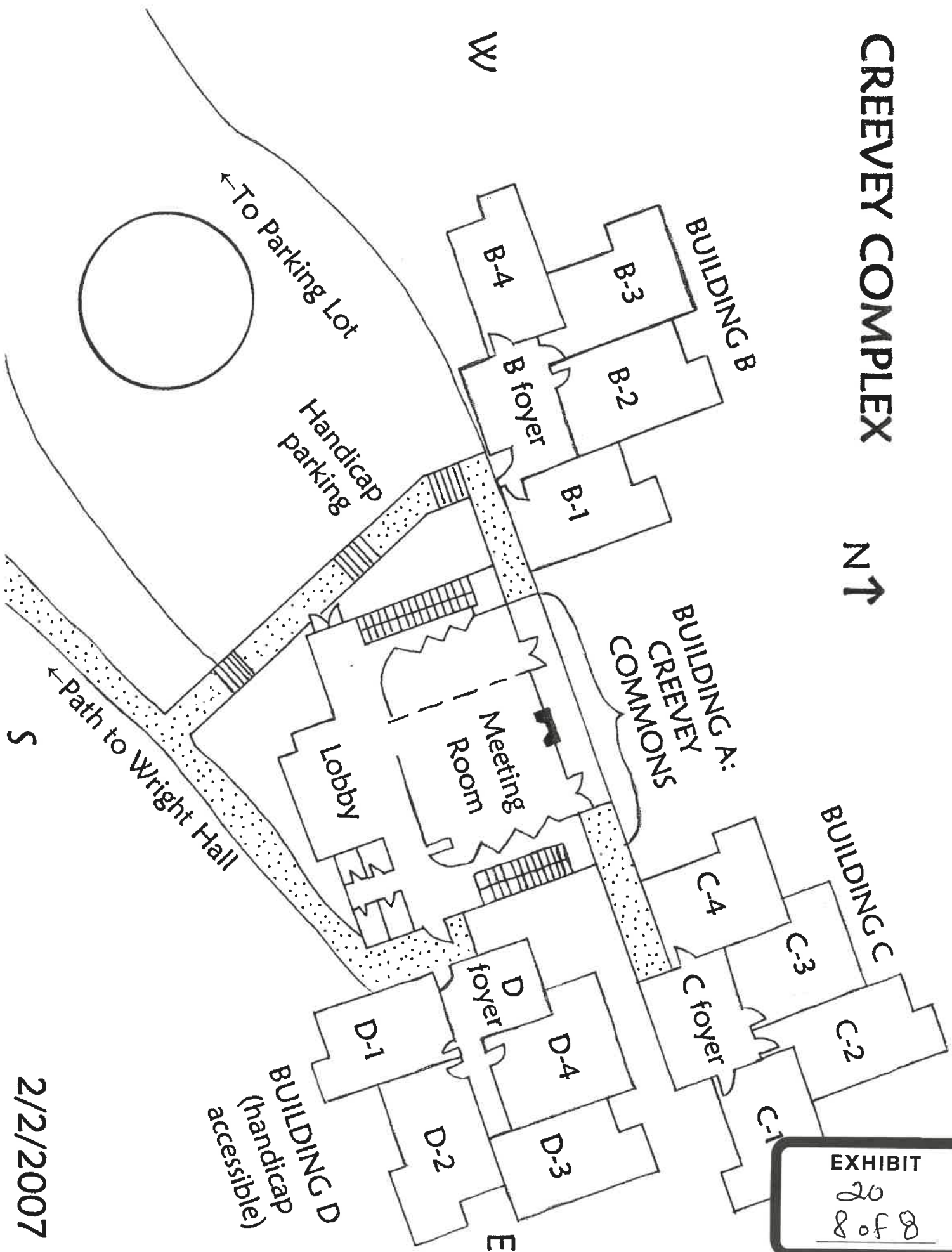
EXHIBIT

20

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CREEVEY COMPLEX

N ↑



EXHIBIT

20
8 of 8

2/2/2007

my writing

1 message

Sabi Velasco <sabiv1vpccptlocal132@gmail.com>

Fri, Sep 13, 2024 at 11:20 PM

To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

On August 17, 2024, I attended a retreat hosted by CCPT Local 132. During the retreat, there was an incident that was not directly related to discrimination, but rather a lack of clear communication by Council 75 workers Aimee Olin and Jessie Barrows. They took away the group of Spanish-speaking providers and in that context, slandered Annaliese's name. I have known Annaliese since May 2013, and in my experience, she has always shown a big heart and dedication to helping child care providers. Since I have known her, she has given her time and knowledge to solve problems for CCPT Local 132 members.

That night, six Spanish-speaking providers, including myself, were left without receiving the same information as the other providers who left with Council 75 staff.

The next morning, August 18, some providers approached me and showed me a text message from Aimee Olin, "suggesting that if they were still on the retreat, they should go home." They asked for my opinion, and I told them to make whatever decision they thought was best, but I told them that following that instruction would not benefit them. They decided to stay, as their goal was to learn more about what was being taught at the retreat.

Between August 17 and September 10, several child care providers contacted me due to the ongoing confusion, and some child care providers from CCPT Local 132 informed me of a meeting that would be held on September 11 at 6:30 p.m. to discuss what happened at Menucha. Upon reviewing the invitation, I realized that the meeting was hosted by Council 75, Percy Winters, and not our Local 132. Despite being present at the retreat, I did not receive a direct invitation to that meeting. However, one of the providers forwarded me the link so I could attend.

On the day of the meeting, I used the link provided and was briefly able to access it. However, within 20 seconds I was kicked out of the meeting, without being given the opportunity to participate or voice my opinion. This felt especially contradictory to me, as the meeting was supposed to be about issues of equity and inclusion, but my experience was the complete opposite. I felt excluded and disregarded.

Although I am indigenous Mexica and do not identify with the term "Latinx," I speak Spanish and consider my participation in these discussions to be of great importance. The exclusion and lack of recognition of my identity affected me deeply.

I am requesting that action be taken regarding the conduct of the personnel involved. Present at that meeting were Odalis Aguilar, Aimee Olin, Jessie Barrows and Percy Winters. Inclusion and respect are essential not only for me, but for other members of our Local 132 as well.

El 17 de agosto de 2024 asistí a un retiro organizado por CCPT Local 132. Durante el retiro, hubo un incidente que no estuvo relacionado directamente con discriminación, sino con una falta de comunicación clara por parte de las trabajadoras del Consejo 75, Aimee Olin y Jessie Barrows. Ellas se llevaron al grupo de proveedoras que hablaban español y en ese contexto, difamaron el nombre de Annaliese. Conozco a Annaliese desde mayo de 2013, y en mi experiencia, siempre ha mostrado un gran corazón y dedicación para ayudar a las proveedoras de cuidado infantil. Desde que la conocí, ha entregado su tiempo y conocimiento para resolver los problemas de los miembros de CCPT Local 132.

Esa noche, seis proveedoras hispanohablantes, incluyéndome a mí, nos quedamos sin recibir la misma información que las otras proveedoras que se fueron con el personal del Consejo 75.

A la mañana siguiente, el 18 de agosto, algunas proveedoras se acercaron a mí y me mostraron un mensaje de texto enviado por Aimee Olin, "en el que les sugería que, si aún estaban en el retiro, se fueran a sus casas". Me pidieron mi opinión, y les dije que tomaran la decisión que consideraran mejor, pero les comenté que seguir esa instrucción no les traería beneficios. Ellas decidieron quedarse, ya que su objetivo era aprender más sobre lo que se estaba impartiendo en el retiro.

Entre el 17 de agosto y el 10 de septiembre, varias proveedoras de cuidado infantil me contactaron debido a la confusión que seguía existiendo, y algunas proveedoras de cuidado infantil de CCPT Local 132 me informaron sobre una reunión que se llevaría a cabo el 11 de septiembre a las 6:30 p.m. para hablar de lo sucedido en Menucha. Al revisar la invitación, me di cuenta de que la reunión estaba organizada por el Consejo 75, Percy Winters, y no por nuestro Local 132. A pesar de haber estado presente en el retiro, no recibí una invitación directa para esa reunión. Sin embargo, una de las proveedoras me reenvió el enlace para que pudiera asistir.

El día de la reunión, utilicé el enlace proporcionado y logré acceder brevemente. No obstante, en menos de 20 segundos fui expulsada de la reunión, sin que se me diera la oportunidad de participar o expresar mi opinión. Esto me pareció especialmente contradictorio, ya que la reunión se suponía que trataría sobre temas de equidad e inclusión, pero mi experiencia fue todo lo contrario. Me sentí excluida y desconsiderada.

Aunque soy indígena mexicana y no me identifico con el término "latinx", hablo español y considero que mi participación en estas discusiones es de gran importancia. La exclusión y falta de reconocimiento hacia mi identidad me afectaron profundamente.

Solicito que se tomen acciones respecto a la conducta del personal involucrado. En esa reunión estaban presentes Odalis Aguilar, Aimee Olin, Jessie Barrows y Percy Winters. La inclusión y el respeto son esenciales no solo para mí, sino también para otros miembros de nuestro Local 132.

EXHIBIT

21

20f2



Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Question on the credential

5 messages

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Sat, Sep 14, 2024 at 2:51 PM
To: http@law.harvard.edu

Is a graduate able to say in the signature line of their emails and publicly state that they are "A Graduate of Harvard Law School"?

Anneliese Sheahan
Steward OR CCPT
971-204-9110

Castillo, Alida J. <acastillo@law.harvard.edu> Sun, Sep 15, 2024 at 12:17 PM
To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

No, you will be a graduate of the Harvard Trade Union Program
NOT the Harvard Law School. The Law School is a 3 year program that trains lawyers.

The HTUP is a 5-week program that educates union leaders. 2 completely different programs.

Alida

Alida J. Castillo
Director, Harvard Trade Union Program
Center for Labor and a Just Economy
Harvard Law School
o: 617-495-7678
(they, she)

Harvard University is located on the traditional and ancestral land of the Massachusett, the original inhabitants of what is now known as Boston and Cambridge. We pay respect to the people of the Massachusett Tribe, past and present, and honor the land itself which remains sacred to the Massachusett People.

From: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>
Sent: Saturday, September 14, 2024 5:51 PM
To: HLS-Harvard Trade Union <http@law.harvard.edu>
Subject: Question on the credential

[Quoted text hidden]

EXHIBIT

22
10F3

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com> Sun, Sep 15, 2024 at 6:57 PM
To: "Castillo, Alida J." <acastillo@law.harvard.edu>

What would be the result if someone was actually using the Graduate of Harvard Law School instead of the other. I know someone who is doing it and people keep thinking he's an attorney. Is there somewhere to report? Does Harvard really

care? I'm in an actual Law School and it really irritates me that this other person uses it to gain credibility and notoriety using that after his name.

Anneliese Sheahan
Steward OR CCPT
971-204-9110
[Quoted text hidden]

Castillo, Alida J. <acastillo@law.harvard.edu>
To: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>

Mon, Sep 16, 2024 at 8:40 AM

This is serious, it is fraud. The university takes it very seriously.
You can report it on an anonymous hotline. It would probably be good to share a letterhead or email signature that includes the false allegations.
<https://reportinghotline.harvard.edu/>

Who is the person, and I can check if they completed the HTUP?

Thanks
Alida

Alida J. Castillo
Director, Harvard Trade Union Program
Center for Labor and a Just Economy
Harvard Law School
o: 617-495-7678
(they, she)

Harvard University is located on the traditional and ancestral land of the Massachusett, the original inhabitants of what is now known as Boston and Cambridge. We pay respect to the people of the Massachusett Tribe, past and present, and honor the land itself which remains sacred to the Massachusett People.

From: Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>
Sent: Sunday, September 15, 2024 9:57 PM
To: Castillo, Alida J. <acastillo@law.harvard.edu>
Subject: Re: Question on the credential

[Quoted text hidden]

Anneliese Sheahan Steward Oregon CCPT Local 132 <anneliese.sheahan@gmail.com>
To: "Castillo, Alida J." <acastillo@law.harvard.edu>

Mon, Sep 16, 2024 at 9:37 AM

Attached. This is on official council correspondence. 2 different emails a month apart. I did give him a chance to change the signature line. I also went to the council president. Still using the same signature line.

Anneliese Sheahan
Steward OR CCPT
971-204-9110
[Quoted text hidden]

3 attachments





Screenshot_20240916_093551_Gmail.jpg
548K



Screenshot_20240916_093540_Gmail.jpg
628K



Screenshot_20240916_093418_Gmail.jpg
469K

EXHIBIT

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