

Inside

MEETING NOTICES

See
Page 6

NORTHWEST

LABOR
PRESS

Volume 111
Number 21
November 5, 2010
Portland, Oregon

Oregon bucks national trend, re-elects Democrats to Congress

Labor has more mixed record in local races

Oregon voters bucked the national trend of a Republican "tsunami" in the midterm elections, re-electing Democrat Ron Wyden to the U.S. Senate and Democrats Earl Blumenauer, David Wu, Kurt Schrader and Peter DeFazio to the House of Representatives. All were endorsed by organized labor.

The race for Oregon governor between labor-backed Democrat John Kitzhaber and Republican Chris Dudley was undecided at press time. With 86 percent of the votes counted, Dudley held 49 percent of the vote to Kitzhaber's 48 percent.

In the only other statewide race, Democrat Ted Wheeler was elected state treasurer, defeating Republican Chris Telfer by a 52-43 percent margin.

Nationally, Democrats remained in control of the U.S. Senate. At press time, the makeup was 51 Democrats to 46 Republicans, with three races still undecided. One of those undecided races was in Washington, where Patty Murray was holding a slim lead over Dino Rossi.

At press time it was also projected that Republicans would pick up at least 60 seats in the U.S. House — the largest swing since 1948, according to CNN.

The Republican leadership — as part of its "Pledge to America" — has vowed to oppose additional spending to stimulate the economy. That's bad news for construction workers because President Obama had a plan to spend \$50 billion on roads, railways and airports. Republicans also say they will repeal Obama's health care reform law and are likely to try to rebuff extending unemployment insurance benefits to some 6 million long-term unemployed and scale back the overhaul of financial regulation that the outgoing Democratic Congress passed last summer. One thing Obama might succeed at would be passing the Korean Free Trade Agreement, which he supports, much to organized labor's chagrin.

Speaking to union activists and volunteers on election night, Oregon AFL-CIO President Tom Chamberlain called the Oregon campaign "a long slog" that began in January when voters approved ballot measures requiring the wealthy and corporations to pay their fair share of taxes.

"The backlash has been that they've

poured millions of dollars trying to buy an election," Chamberlain said.

Chamberlain said Oregon AFL-CIO efforts were responsible for 35,000 telephone calls, 65,000 door knocks, and 20,000 leaflets distributed. And as of Election Day, Chamberlain said, voter turnout among Oregon union members was 7 percentage points higher than the general public.

Among a roster of Oregon "labor legislators" re-elected to office were House incumbents Jeff Barker (former officer in the Portland Police Association); Michael Dembrow (long-time vice president of American Federation of Teachers); Paul Holvey (business rep for the Carpenters); Brad Witt (business rep for United Food and Commercial Workers Local 555); Greg Matthews (a member of Gresham Fire Fighters); and Mike Schaufler (a former member of the Laborers Union).

Newcomers Claudia Kyle of the International Brotherhood of Electrical Workers Local 48, and Doug Ainge of the Oregon Education Association lost their House races.

At press time, the Oregon House was evenly split at 28-28, with four races still undecided. Democrats controlled the Oregon House last session 36-24.

(Turn to Page 2)



Joe Peizner of AFSCME Local 328 reacts to early election returns at Hilton Hotel, where supporters of Democratic gubernatorial candidate John Kitzhaber gathered on Election Day. The race had not been decided before this issue of the Labor Press went to press.

Intel to spend billions on new fab plant in Hillsboro

With it comes the promise of thousands of construction jobs

Microchip giant Intel's announcement Oct. 19 that it will build a brand new development fabrication (fab) plant at its Ronler Acres Campus in Hillsboro was music to the ears of construction union officials.

Intel, headquartered in Santa Clara, California, will spend nearly \$4 billion building D1X — a 1.8 million-square-foot facility that will develop its next-generation 22-nanometer microprocessors. It also will upgrade its two existing fabs, D1C and D1D.

Intel officials said upwards of 6,000 construction jobs will be created by the projects.

Hoffman Construction will be the

general contractor.

"This couldn't have arrived at a better time. Thank you Intel," said John Mohlis, executive secretary of the Oregon State Building and Construction Trades Council (OSBCTC). Mohlis and numerous other union officials attended the press conference, along with Gov. Ted Kulongoski, U.S. Senators Ron Wyden and Jeff Merkley, and Congressman David Wu.

With unemployment in the trades exceeding 20 percent, union officials said they have the manpower willing, ready, and able to go to work. And though there is no guarantee that the work will be union, signatory contractors, for the most part, have built Ronler Acres Campus from the ground up starting in 1994.

Paul Riggs, executive secretary of the Columbia Pacific Building and Construction Trades Council, worked



At its peak, Intel's 778,000-square-foot D1D fab employed 4,000 union construction workers. The new D1X will be twice as big. Photo by Bruce Forster Photography, Inc.

at Intel for many years starting in the mid-1990s as a member of the International Brotherhood of Electrical Workers Local 48.

"They told us then that they were making a long-term investment here," he said. "They're making good on their word."

At the Oct. 19 press conference, Jill Eiland, Oregon public affairs manager at Intel, pointed to Mohlis and the other union officials as she praised the union crafts for their past work, and said Intel was glad to be able to put some of its friends in the building trades back to work.

All crafts will see jobs from the projects, though fitters and electricians will benefit the most.

"We certainly appreciate Intel's investment in Oregon," Mohlis said. "There's a reason Intel chose to put a

(Turn to Page 8)

...Election night bittersweet for Washington unions

(From Page 1)

In the Oregon Senate, Democrats were clinging to a 15-13 advantage, with two races still undecided at press time. A majority requires 16 seats.

Union Steelworker Bruce Cronk, the Working Families Party candidate for U.S. Senate, got 12,412 votes — 1.22 percent of the total, and the highest of three minor party candidates. That result of over 1 percent means the party will continue to be certified as an official minor political party.

On statewide ballot measures, Oregon voters turned back a proposal to allow a private developer to build a casino in Multnomah County. Measure 75 had support from the Oregon State Building and Construction Trades Council.

Voters approved Measure 70, making low-interest home loans available to more military veterans; Measure 71, requiring the Legislature to meet every year; Measure 72, to allow the Legislature to use bonds with lower interest

rates for building projects; and Measure 76, dedicating 15 percent of lottery funds for protecting waterways, preserving natural areas and staffing state parks.

Oregonians also passed Measure 73, to boost the mandatory minimum sentences for repeat drunken drivers and sex offenders. The American Federation of State, County and Municipal Employees and the Oregon Nurses Association, as well as Dudley and Kitzhaber, opposed Measure 73 because the increased prison costs aren't offset, so funding will have to come from other state services.

Measure 74, to create nonprofit medical marijuana dispensaries and a producer supply system was soundly defeated.

In the race for Metro president, labor-endorsed Tom Hughes, a former mayor of Hillsboro, led environmentalist Bob Stacey 51 percent to 49 percent in incomplete returns at press time.



Steven Araujo, Richard Ramirez and Everice Moro, all officers of the Oregon School Employees Association, have mixed reaction to early election results at the Hilton Hotel Grand Ballroom.

In Portland, voters rejected the city's public campaign finance system for city-wide elected offices; the so-called

Voter-Owned Elections ballot measure had union backing.

Multnomah County voters passed ballot measures to fund the Oregon Historical Society, and to allow future votes on library funding. Both measures were supported by the Northwest Oregon Labor Council.

Former Wyden aide Loretta Smith, who had a wide range of labor endorsements, won the race for Multnomah County Commission, District 2.

In Lane County, Pat Riggs-Henson, a retired member of AFSCME Local 2831 and former AFL-CIO Executive Board member, lost her bid for the Lane

County Commission. She was defeated by Springfield Mayor Sid Leiken.

Election night was bittersweet for the Washington union movement.

In Southwest Washington's Third Congressional District, Republican Jaime Herrera defeated labor-endorsed Democrat Denny Heck for the seat vacated by Democrat Brian Baird.

Ballot measures supported by the Washington State Labor Council were rejected by voters: A measure to establish the state's first-ever income tax on the highest income earners was defeated by a wide margin, and so was a measure that would have put building trades members to work retrofitting schools.

Meanwhile, at least two initiatives opposed by labor passed: repeal of the soda and candy tax, and a measure that requires a two-thirds' majority for the Legislature to raise taxes.

But the initiative that was most heavily opposed by unions — a measure to privatize Washington's workers' compensation system — also failed, to the relief of union leaders. And two ballot measures privatizing liquor sales — both opposed by labor — appeared headed to defeat.

In Clark County, former AFSCME union member Tony Golik was elected county prosecutor, while incumbent county clerk Sherry Parker, a former member of Office and Professional Employees Local 11, was in a dead heat against Scott Weber as of press time, leading him by less than 100 votes.

Saturday mail delivery to continue — for now

Earlier this year, the U.S. postmaster general proposed eliminating mail delivery on Saturdays, but so far, Congress isn't going along with it.

The U.S. Postal Service (USPS) is a government enterprise, but since 1970, Congress has required it to be self-supporting. The problem is: Recession and the Internet are reducing mail volume and thus cutting postal revenue. USPS lost \$3.7 billion last year. On top of that, a relatively new requirement by Congress that USPS "pre-fund" its retirees' medical benefits is costing USPS over \$5 billion a year. USPS has now amassed \$41 billion in its future retiree health fund, enough to fund retiree benefits for decades.

Ending Saturday delivery was proposed as a cost-cutting measure, and it was supposed to happen at the beginning of October. Postal unions fought the proposal vigorously.

And Congress didn't agree to it. On Sept. 29, Congress adopted a "continuing resolution" to fund the federal government through early December. In the

resolution, Congress didn't approve ending Saturday delivery, but it didn't help USPS out of its financial squeeze either. Senate Republicans voted unanimously to block a provision that would have deferred \$4 billion of the \$5.5 billion payment to future retiree health benefits. Congress deferred the payment last year. The provision was

backed by the National Association of Letter Carriers (NALC).

USPS made its payment Sept. 30, and is as a result very short on cash — less than \$2 billion. And according to the postmaster general's current forecast, USPS won't have enough money to make next year's payment on Sept. 30, 2011.



(International Standard Serial Number 0894-444X)
Established in 1900 at Portland, Oregon
as a voice of the labor movement.

4275 NE Halsey St., P.O. Box 13150,
Portland, Ore. 97213
Telephone: (503) 288-3311

Editor: Michael Gutwig

Staff: Don McIntosh, Cheri Rice

Published on a semi-monthly basis on the first and third Fridays of each month by the Oregon Labor Press Publishing Co. Inc., a non-profit corporation owned by 20 unions and councils including the Oregon AFL-CIO. Serving more than 120 union organizations in Oregon and SW Washington. Subscriptions \$13.75 per year for union members.

Group rates available to trade union organizations.

PERIODICALS POSTAGE PAID
AT PORTLAND, OREGON.

CHANGE OF ADDRESS NOTICE: Three weeks are required for a change of address. When ordering a change, please give your old and new addresses and the name and number of your local union.

POSTMASTER: Send address changes to
NORTHWEST LABOR PRESS, P.O. BOX 13150,
PORTLAND, OR 97213-0150



25

Carpenters, Electricians, Laborers, Glaziers, Sheetmetal Workers, Floorcoverers, Bricklayers, Cement Masons, Roofers, Asbestos Workers, Millwrights, Painters, Elevators, Plasterers, Family



IBEW & UNITED WORKERS FCU

PROUDLY SERVING UNION MEMBERS AND THEIR FAMILIES SINCE 1954.

The Credit Union announces its' newest member benefit.
Con artists and scammers attempt to victimize millions of
Americans every day – protect yourself with Member Secure.



Member Secure is designed to provide proactive protection against identity theft and fraud while also providing fraud assistance to victims in the event identity theft or fraud does occur.

- Card Patrol
- MyIDMatters
- Fraud Assistance
- Payment Card Protection



For more information on how to sign up for Member Secure contact the Credit Union at 503-253-8193 * 800-356-6507.

Carpenters, Electricians, Laborers, Glaziers, Sheetmetal Workers, Floorcoverers, Bricklayers, Cement Masons, Roofers, Asbestos Workers, Millwrights, Painters, Elevators, Plasterers, Family



Teamsters Dental Center

1890 NE 162nd Ave.
Portland, OR
503-257-9836



Serving Union Members by Union Employees for 35 years

Here at Teamsters Dental Centers we have been providing high quality dentistry by Union employees to Union brothers and sisters for 35 years.

We offer union members insurance specific offers. We believe our brothers and sisters deserve the very best care at affordable prices. Every union is a little different and, in some cases, we are able to reduce your out-of-pocket expenses to zero.

We are committed to creating a comfortable and caring environment and are dedicated to providing quality, up-to-date individualized dentistry.

WE OFFER A COMPLETE RANGE OF QUALITY SERVICES, INCLUDING:

- COMPREHENSIVE EXAM AND DIAGNOSIS • TOOTH-COLORED FILLINGS
- PORCELAIN VENEERS • CROWN & BRIDGE • DENTURES & PARTIALS
- ROOT CANAL THERAPY • INVISALIGN
- IMPLANTS • ORAL SURGERY, IV & ORAL SEDATION
- COSMETIC DENTISTRY • COMPLIMENTARY SECOND OPINION



*OUR PATIENTS RECEIVE A 3% DISCOUNT FOR ALL CASH PAYMENTS
AND SENIORS AND STUDENTS GET A 10% DISCOUNT!*

**\$100 credit towards any
dental procedure**

(Limit one per person)

Expires 12/31/2010

**\$200 credit towards
major dental procedure**

(Limit one per person)

Expires 12/31/2010

NOW OFFERING 5
CONVENIENT LOCATIONS:

1890 NE 162ND AVE.,
PORTLAND, OR 97230
503-257-9836

11103 SE MAIN ST., SUITE B
MILWAUKIE, OR 97222
503-654-0613

9 MONROE PARKWAY, SUITE C
LAKE OSWEGO, OR 97340
503-635-3431

8070 SW HALL BLVD.
BEAVERTON, OR 97008
503-644-1110

570 SE BASELINE RD.
HILLSBORO, OR 97123
503-844-0777

Fired pro-union teacher refuses 2 years salary to go away

By **DON McINTOSH**
Associate Editor

French teacher Patricia Laclot — who was terminated earlier this year after she supported a unionizing campaign — last month turned down an offer of two years salary if she would drop her legal case and give up her right to get her job back.

In the four-day trial that followed, a federal administrative law judge heard evidence that the Portland French School terminated Laclot for her pro-union activity, and that school leaders committed numerous other violations of U.S. labor law. On Oct. 26, a federal district court judge ordered the school to stop violating labor law.

The case stems from a campaign by teachers and support staff to join American Federation of Teachers (AFT) — Oregon. Workers at the private French-language grade school wanted greater job security, and discipline and grievance procedures to protect them against pervasive maltreatment, unequal treatment, and unfair discipline.

On March 8, after a majority of the school's employees signed union authorization cards, they asked the school to recognize the union. The very next day — according to evidence presented at the trial — school head Elimane Mbengue told an attorney to stop working on the renewal of Laclot's work visa. Laclot is a French citizen who has taught third grade at the school for six years. A leader of the union effort, she was let go when

the school year ended.

The National Labor Relations Board (NLRB) — the federal agency that's supposed to protect workers' right to unionize — investigated Laclot's termination and found sufficient evidence to pursue charges against Portland French School. But union supporters say at least four other pro-union workers at the school have been terminated.

"There's a very blatant effort to get rid of, one by one, anyone who is a union supporter," said Cary Page, an assistant teacher who supports unionization.

"At the beginning, we were a majority," said Laclot. "Then they started the anti-union campaign."

Mbengue and five anti-union members of the school's board conducted mandatory anti-union meetings, made repeated threats of individual discipline and collective consequences, promised to remedy grievances within six months if workers would vote "no" on the union, and warned that unionizing would scare away parents and cause school closure within a year. They also maintained an illegal "no-complaining" rule, and enforced it selectively against union supporters.

The threats took a toll, said second-grade teacher Massene Mboup. "Some of my colleagues were scared," Mboup said. "I never could have imagined when I left Senegal to come here, that this could happen in a country like America."

When the union election was held

on April 16, the pro-union majority among teachers had dwindled: The 12-12 tie was a loss for the union, although a separate unit of support staff did vote 7-3 to unionize.

But AFT-Oregon argued that management's labor law violations, known as "unfair labor practices," had tainted the election.

Mboup testified in an NLRB hearing May 27. Two weeks later, he was given a final warning. He continues to teach at the school, but could be terminated for any infraction.

After the NLRB agreed that employer misconduct had made a fair election impossible, Portland French School agreed to set aside the election result. That means pro-union workers could petition for a new election at any time. But AFT-Oregon organizer Eben Pullman said they're likely to wait until after the labor law case is resolved.

The NLRB wanted to prevent continued lawbreaking while the case is pending, and asked U.S. District Court for a temporary court order, known as a "10(j) injunction." Judge Michael Mosman granted the injunction for the most part, ordering the school to stop threatening and discriminating against pro-union employees, stop promising to remedy grievances in exchange for non-unionization, and get rid of the "no complaining" rule. The school must also post the court order, in English and French, and hold a meeting of all employees within 10 days where the order would be read aloud in both



Pictured above, from left to right, are pro-union Portland French School employees Patricia Laclot, Cary Page, and Massene Mboup, and AFT-Oregon organizer Eben Pullman. The Southwest Portland private school has waged an aggressive anti-union campaign, terminating Laclot and putting Mboup on final warning status — because of their union activity, an investigation by the National Labor Relations Board concluded.

languages.

If school administrators fail to comply with the court order, they could be held in contempt of court, with jail time and fines as a result.

However, Mosman denied the NLRB's most important request: to reinstate Laclot. Since Laclot is not in immediate danger of deportation, Mosman reasoned, reinstatement — and backpay — can wait until her case is resolved.

Though Laclot taught six years at Portland French School and 14 years in France (where she belonged to the teachers union SNUIP), she has been unable to legally work since her dismissal. She says she has had to turn down four job offers because she doesn't have a necessary work visa.

"I took a great risk, but I'm ready to go to the end," Laclot told the Labor Press.

Laclot is not eligible for unemployment benefits. Refusing the school's \$77,000 settlement offer, she survives on solidarity.

"She chose the way of truth and justice," Mboup said.

The administrative law judge who heard the case Oct. 18-21 has not yet reached a decision; if the judge orders Laclot to be reinstated with backpay, the school could comply, or appeal the decision to the Board in Washington, D.C.

In the meantime, Pullman said contract bargaining will begin soon for support staff workers who voted for the union.

Labor Union Hearing Instrument Benefits Offered

According to The Better Hearing Institute, the #1 reason for hearing loss today is...NOISE EXPOSURE. In most cases it only takes 8 total hours of damaging noise exposure to cause hearing loss.

Willoughby Hearing Aid Centers was founded in 1949 in Oregon.

Willoughby Hearing wants union members to know we support America first. In fact, we work exclusively with the ONLY major manufacturer that is American Owned & Operated.

Willoughby has special programs just for union members that provide exclusive price discounts, unlimited service and complete warranty coverage for up to 3 years.

Willoughby's licensed hearing professionals conduct comprehensive hearing evaluations at no charge (or obligations) to union members and their families. If you or a loved one are challenged by hearing loss, please contact us to schedule an appointment for a free comprehensive evaluation with no obligation. Make sure to mention your Union affiliation when you call.

Call 1-877-W-I-L-L-H-E-A-R or visit www.willhear.com for locations nearest you.



**Quest
Investment
Management, Inc.**

**Serving Multi-Employer
Trusts for 25 Years**

Cam Johnson
Patrick Worley
Doug Goebel

Greg Sherwood
Monte Johnson
Adrian Hamilton

One SW Columbia St., Suite 1100 Portland, OR 97258
503-221-0158

www.QuestInvestment.com

Supreme Court tackles labor law question: 'What's a complaint?'

WASHINGTON, D.C. (PAI) — What's a complaint? That seemingly obvious question landed at the U.S. Supreme Court Oct. 13 in the context of labor law, and its decision could affect whether millions of workers can complain about their pay.

The crux of the issue is the 1938 Fair Labor Standards Act (FLSA), which established the minimum wage and time-and-a-half pay for overtime for all covered workers. It also said that "any" communication from a worker to a supervisor about FLSA violations qualifies as a "complaint" that the federal government could investigate.

Later laws are more specific: The complaints have to be — for the most part — to government officials, often after in-house remedies have been tried and have failed. And they have to be in writing. That requirement for written-only complaints would hamstring many workers — especially those who don't know their rights, have little education or are immigrants — from getting the justice and the pay they deserve.

James Kaster, attorney for Kevin Kasten, an employee at St. Gobain Industries, told justices that Kasten complained orally to his supervisors that their time clocks were illegally placed and that as a result workers could be shorted overtime.

"Filing includes an oral communication, because 'any' means any, which in-

cludes formal or informal, written or unwritten communications," Kaster said.

The law is pretty broad, he told Justice Samuel Alito. "Something's going on in the workplace and the supervisor happens to be walking by, maybe a machine is broken ... and an employee walks up the supervisor walking briskly by, taps the supervisor on the shoulder and says the company is breaking the law because of the placement of a clock," Alito said.

"Would that be the filing of a complaint?" Alito asked.

"Yes, I think it would," Kasten replied. And that applies if the complaining worker takes his problem to the government, too, he told Justice Sonia Sotomayor.

"What you are doing is stopping the government from saying, 'The only

way you can file a complaint with us is in writing,'" she said. And that would occur under FLSA even if the government thought oral complaints "would create havoc," she added.

Kaster stuck to his stand, replying that "if a person directs a complaint to the government" orally "and to the responsible party who can do something about it, they're filing a complaint."

Some of the justices were skeptical. Alito said that if the complaining worker gets fired three weeks later, and charges he got fired in retaliation for his oral complaint, the company could say, in essence, "What complaint? There's nothing in writing."

Kaster replied that the fired worker could always have a witness, and that such a circumstance was a straight case of retaliation — which St. Gobain and

its business allies are trying to get out from under, by requiring all the complaints be in writing.

Justice Antonin Scalia said he could accept oral complaints to government agencies — such as the Labor Department — where the law doesn't specifically require written complaints. "But, my goodness, if it could apply to private employers as well, including employers who don't have grievance procedures" of a union contract, "I am very disinclined to think it (the law) could mean an oral complaint."

"Your honor, I'm just looking at the language" of the law, Kaster replied. The law, he repeated, says "file 'any' complaint and the word 'any' has a particular meaning."

The Obama Administration took the worker's side.

Justice Department attorney Jeffrey Wall told the justices that FLSA wasn't the first law that permits "any" type of complaint. It was preceded by the National Labor Relations Act, three years before.

Carter Phillips, the attorney for St. Gobain, told Justice Stephen Breyer that letting oral complaints be legal would be "inherently unworkable." Sotomayor challenged him on that point.

"What makes this worse than the other statutes" that allow oral complaints, such as the NLRA?, she asked. "What would create more cases in this area as opposed to some of the other areas?"

Phillips shot back that "this statute carries a criminal penalty with it."

The justices will decide the case before next July.

Big Pipe project wraps up ahead of schedule

Rosie, the 530-ton tunnel boring machine, has finished tunneling on the East Side Big Pipe project, which is part of the City of Portland's program to control combined sewer overflows (CSOs). It is the largest public infrastructure project in Portland's history.

At its peak, more than 100 laborers — members of Laborers Local 320, and 150 operators — members of Op-

erating Engineers Local 701, worked on the project.

Rosie started working in September 2007. It bored into the McLoughlin shaft on Oct. 18 to complete tunneling about four months ahead of schedule. Work is beginning now to prepare the nearly six-mile long, 22-foot diameter East Side Big Pipe for activation.

The tunnel will be ready to accept

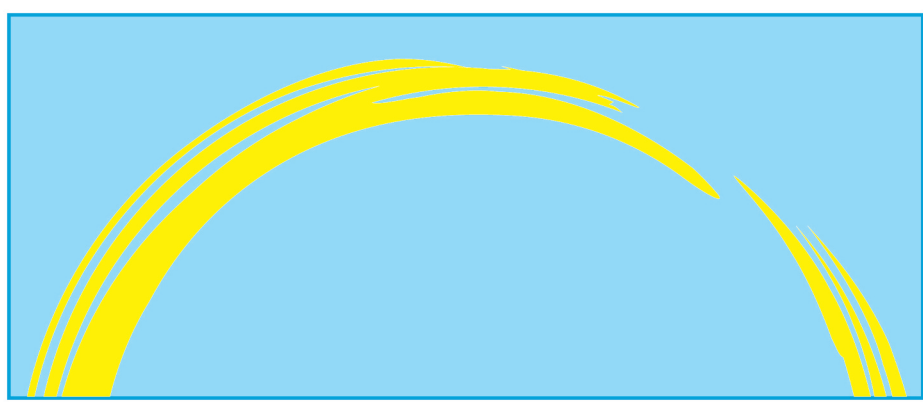
combined sewage by late next summer.

The \$426-million sewer project is the largest construction project in Portland's 20-year CSO control program. The Bureau of Environmental Services is working to complete several other sewer overflow projects, including the Balch Consolidation Conduit, the Sellwood Wet Weather Pump Station, the Portsmouth Force Main and Phase 2 of

the Swan Island CSO Pump Station.

When construction is complete in December 2011, Portland's combined sewers will overflow to the Willamette River an average of once every three summers and four times each winter instead of every time it rains.

Kiewit/Bilfinger Berger Joint Venture is the general contractor.



Sunrise Dental is NOW in your Neighborhood!
Use your 2010 Dental Benefits now before you lose them!

No Insurance? No Problem.
\$200 new patient credit
towards any dental procedure.

(With this coupon. Expires Dec. 31, 2010)

- ✓ **Lifetime Free Teeth Whitening** for new patients only; as long as the patient keeps his/her 6-month checkup appointments.
- ✓ **Refer a friend.** Receive a \$20 gift certificate or credit to your account for every person that you refer to Sunrise Dental (talk to our staff for details).
- ✓ **Mileage Reimbursement!** For any patients traveling 30 miles or more each way, you will receive a \$30 gift certificate or credit to your account. (Talk to our staff for details.)
- ✓ **25% off Orthodontics!** Braces or Invisalign for union members and their families (not available at all locations, please call for details).
- ✓ **No Insurance or Retired?** Receive a \$200 new patient credit and 35% off all services with same-day payment.

Sunrise Dental of Battle Ground 1401 NW 1st St Battle Ground, WA 360-666-5700	Sunrise Dental of Salem 482 Lancaster Dr. NE, Salem, Oregon 503-391-8920
Sunrise Dental of E. Vancouver 19301 SE 34th St, Suite 101, Camas, WA 360-369-6420	Sunrise Dental of Gresham 13908 SE Stark Space B, Portland, Oregon 503-253-4979
Sunrise Dental of W. Vancouver 10009 NE Hazel Dell, Vancouver, WA 360-574-3070	Sunrise Dental of Clackamas 12100 SE Stevens Ct. #102, Happy Valley, Oregon 503-655-2780
Sunrise Dental of Portland 2850 SE 82nd Ave. Portland, OR 97267 503-788-1415	Sunrise Dental of Lake Oswego 3975 SW Mercantile Dr., #167, Lake Oswego, Oregon 503-675-7333
Sunrise Dental of Beaverton 12755 SW 2nd Street, Beaverton, Oregon 503-641-4207	Sunrise Dental of Longview 932 12th Avenue, Longview, WA 98632 360-578-9999

Official Notices

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS 114

Executive Board meets 10 a.m. Tuesday, Nov. 23, in the meeting room at 7931 NE Halsey, Suite 205, Portland.

BOILERMAKERS 500

Members meet 10 a.m. Saturday, Nov. 13, at 2515 NE Columbia Blvd., Portland.

BRICKLAYERS AND ALLIED CRAFTWORKERS 1

Members meet 7 p.m. Tuesday, Nov. 16, at 12812 NE Marx St., Portland.

CEMENT MASONS 555

Members meet 7 p.m. Thursday, Nov. 18, at 12812 NE Marx St., Portland.

CENTRAL OREGON LABOR COUNCIL

Delegates meet 5:30 p.m. Monday, Nov. 29, at UA 290 Training Center, 2161 SE 1st St., Redmond.

COLUMBIA-PACIFIC BUILDING TRADES

Delegates meet 10 a.m. Tuesdays, Nov. 9 and Nov. 16, at Kirkland Union Manor II, 3535 SE 86th, Portland.

ELECTRICAL WORKERS 48

Executive Board meets 6:30 p.m. Wednesday Nov. 10 in the Executive Boardroom

Electrical Workers Minority Caucus meets 5 p.m. Tuesday, Nov. 9 in the Executive Boardroom

Sound and Communication Unit meets 6 p.m. Wednesday, Nov. 10 in the Meeting Hall

Residential Unit meets 6 p.m. Wednesday, Nov. 10 in the Dispatch Lobby

Vancouver Meeting, 5:30 p.m. Wednesday, Nov. 10 at Round Table Pizza, 5016 NE Thurston, Vancouver

Coast Unit meets 7 p.m. Thursday, Nov. 11 at Astoria Labor Temple, 926 Duane St., Astoria

Wasco Unit, no November meeting

Bylaws Committee meets 5:30 p.m. Monday, Nov. 15 in the Executive Boardroom

General Membership Meeting meets 6:30 p.m. Wednesday, Nov. 17 in the Meeting Hall. Doors open at 5:30pm for sandwiches.

Your Business Manager Meeting, Saturday, Nov. 20 in the Meeting Hall. Call Kierstan at 503-889-3662 for an appointment.

Marine Unit meets 5 p.m. Monday, Nov. 22 in the Meeting Hall

Meetings are at 15937 NE Airport Way, Portland, unless otherwise noted.

DEATH ASSESSMENTS: The NOV 2010 assessment is \$1.50. Effective 1/1/10, the Death Assessments are \$1.50 per month per Active member.

The following deaths have been declared: No. 2250, Hal D. Thomas; No. 2251, Robert A. Ludlow; No. 2252, Robert E. Godier; and No. 2253, Edward J. Allen.

ELEVATOR CONSTRUCTORS 23

Members meet 6 p.m. Thursday, Nov. 11, preceded by a 5:30 p.m. Executive Board meeting, at 12779 NE Whitaker Way, Portland.

FIRE FIGHTERS 1660

Members meet 8 a.m. Thursday, Nov. 11, at 4411 SW Sunset Dr., Lake Oswego.

FIRE FIGHTERS 452

Members meet 6 p.m. Wednesday, Dec. 1, at 2807 NW Fruit Valley Rd., Vancouver, Wash.

GLASS WORKERS 740

Eugene area members meet 5 p.m. Monday, Nov. 8, at Best Western Grand Manor Inn, 971 Kruse Way, Springfield.

Salem area members meet 5 p.m. Tuesday, Nov. 9, at Candalaria Terrace, Suite 204, 2659 Commercial St. SE.

INSULATORS 36

Executive Board meets 6 p.m. Wednesday, Nov. 10. Members meet 7 p.m. Friday, Nov. 12.

Meetings are at 11145 NE Sandy Blvd., Portland.

IRON WORKERS 29

Members meet 7 p.m., Thursday, Dec. 2, preceded by a 5:30 p.m. Executive Board meeting, at 11620 NE Ainsworth Cir., #200, Portland.

IRON WORKERS SHOPMEN 516

Executive Board meets 6 p.m. Thursday, Nov. 11. Members meet 10 a.m. Saturday, Nov. 20. PLEASE NOTE DATE CHANGE.

Meetings are at 11620 NE Ainsworth Cir., #300.

LABOR ROUNDTABLE OF SOUTHWEST WASHINGTON

Delegates meet 8 a.m. Friday, Nov. 12, at Hometown Buffet, 7809-B Vancouver Plaza Dr., Vancouver, Wash.

LABORERS 320

Members meet 7 p.m. Thursday, Nov. 11, at Joe Edgar Hall, Teamsters' Complex, 1850 NE 162nd Ave., Portland.

LABORERS 483

MUNICIPAL EMPLOYEES

Members meet 5:30 p.m. Tuesday, Nov. 16, at the Musicians Hall, 325 NE 20th Ave., Portland.

LABORERS/VANCOUVER 335

Members meet 7 p.m. Monday, Dec. 6, preceded by a 6:15 p.m. Executive Board meeting, at the Vancouver Labor Center, 2212 NE Andresen Rd., Vanc., Wash.

LANE COUNTY

LABOR COUNCIL

Delegates meet 7:30 p.m. Wednesday, Nov. 24, at 1116 South A St., Springfield.

LANE, COOS, CURRY & DOUGLAS BUILDING TRADES

Delegates meet at noon Wednesday, Nov. 24, at the Springfield Training Center, 2861 Pierce Parkway, Springfield.

LINOLEUM LAYERS 1236

PLEASE NOTE: The following meeting is "SPECIAL CALL" for a vote to continue the mileage extended "Free Zone" and to vote to amend the contract to adopt the "Pension Rehabilitation Plan."

Portland area members meet 6 p.m. Thursday, Nov. 18, at 11105 NE Sandy Blvd., Portland. **PLEASE NOTE DATE CHANGE DUE TO THANKSGIVING HOLIDAY.**

MARION-POLK-YAMHILL

LABOR COUNCIL

Executive Board meets 6:30 p.m. Tuesday, Nov. 9, followed by a 7 p.m. General Meeting at 2110 State St., Salem.

METAL TRADES COUNCIL

Executive Board meets 10 a.m. Thursday, Nov. 11. Delegates meet 5 p.m. Tuesday, Nov. 23.

Meetings are at the IBEW Local 48 Hall, 15937 NE Airport Way, Portland.

MID-COLUMBIA

LABOR COUNCIL

Delegates meet 7 p.m. Tuesday, Nov. 9, at 3313 W. 2nd, The Dalles.



MILLWRIGHTS & MACHINERY ERECTORS 711

Members meet 10 a.m. Saturday, Dec. 4, preceded by a 9 a.m. Executive Committee meeting, at the Carpenters Local 247 Hall, 2205 N. Lombard St., Portland. Please note: This is a combined November and December meeting.

MOLDERS 139B

Members meet 6:30 p.m. Thursday, Nov. 18, preceded by a 6 p.m. Executive Board meeting at the Carpenters Hall, 2205 N. Lombard, Portland.

NORTHWEST OREGON LABOR COUNCIL

Delegates meet 7 p.m. Monday, Nov. 22, at IBEW Local 48 Hall, 15937 NE Airport Way, Portland.

OFFICE AND PROFESSIONAL EMPLOYEES 11

Members meet 7 p.m. Tuesday, Nov. 9, at Laborers/Teamsters Hall, 2212 NE Andresen Rd., Vanc., Wash.

OPERATING ENGINEERS 701

Members meet 1 p.m. Saturday, Dec. 4, for the Semi-Annual Meeting, at the Gladstone Union Hall, 555 East First St., Gladstone.

PAINTERS & DRYWALL FINISHERS 10

Members meet 6 p.m. Wednesday, Nov. 17, at 11145 NE Sandy Blvd, Portland.

ROOFERS & WATERPROOFERS 49

Members meet 7 p.m. Thursday, Nov. 11. Executive Board meets 7 p.m. Thursday, Dec. 2. Meetings are at 5032 SE 26th Ave., Portland. (503 232-4807)

SALEM BCTC

Delegates meet 10 a.m. Thursday, Dec. 2, at the IBEW 280 Training Center, 33309 Hwy 99E, Tangent.

SHEET METAL WORKERS 16

Portland members meet 6 p.m. Tuesday, Nov. 9, at the Sheet Metal Training Center, 2379 NE 178th Ave., Portland.

Medford area members meet 5 p.m. Wednesday, Nov. 10, at Wild River Pizza, 2684 N. Pacific Hwy., Medford. Eugene area members meet 6 p.m. Thursday, Nov. 11, at the Local 16 Hall, 4748 Franklin Blvd., Eugene.

Coos Bay area members meet 4 p.m. Thursday, Nov. 18, at Abby's Pizza, 997 First St., Coos Bay.

Portland area VOC meets 6 p.m. Wednesday, Dec. 1, at the Sheet Metal Training Center, 2379 NE 178th Ave., Portland.

SIGN PAINTERS & PAINT MAKERS 1094

Members meet 3:30 p.m. Monday, Nov. 15, in the District Office, at 11105 NE Sandy Blvd., Portland.

SOUTHERN OREGON CENTRAL LABOR COUNCIL

Delegates meet 6 p.m. Tuesday, Nov. 9, at the Labor Temple, 4480 Rogue Valley Hwy. #3, Central Point.

SOUTHWESTERN OREGON CENTRAL LABOR COUNCIL

Delegates meet 6 p.m. Monday, Dec. 6, at the Bay Area Labor Center, 3427 Ash, North Bend.

SOUTHWEST WASHINGTON LABOR COUNCIL

Delegates meet 6 p.m. Thursday, Nov. 11, preceded by an Executive Board meeting, at the ILWU Local 4 Hall, 1205 Ingalls St., Vancouver, Wash.

UNITED ASSOCIATION 290

Portland area members meet 7:30 p.m. Friday, Nov. 19, at 20210 SW Teton Ave., Tualatin.

Astoria area meetings have been canceled for Nov. and Dec.

Bend area members meet 6:30 p.m. Tuesday, Nov. 23, at the Local 290 Training Center, 2161 SW First, Redmond.

Brookings area members meet 5:30 p.m. Tuesday, Nov. 30, at Curry County Search and Rescue, 517 Railroad St., Brookings.

Coos Bay area members meet 7 p.m. Tuesday, Nov. 23, at the Coos Bay Training Center, 2nd & Kruse, Coos Bay.

Eugene area members meet 6:30 p.m. Monday, Nov. 22, at the Springfield Training Center, 2861 Pierce Parkway, Springfield.

Klamath Falls area meetings have been canceled for Nov. and Dec.

Medford area members meet 6 p.m. Tuesday, Nov. 23, at 950 Industrial Cir., White City.

Roseburg area – Please Note: All future meetings have been canceled.

Salem area members meet 6 p.m. Monday, Nov. 22, at 1810 Hawthorne Ave. NE, Salem.

The Dalles area meetings have been canceled for Nov. and Dec.

Humboldt-Del Norte Co. area members meet 5:30 p.m. Tuesday, Nov. 23, at the Eureka Training Center, 634 California St., Eureka.

UNITED STEELWORKERS 1097

Members meet 4 p.m. Wednesday, Nov. 17, preceded by a 3 p.m. Executive Board meeting, in the union office building, 91237 Old Mill Town Rd., Westport.

Retiree Meeting Notices

ALLIANCE FOR RETIRED AMERICANS OREGON CHAPTER
The November meetings have been canceled due to the holidays.

ELECTRICAL WORKERS 48
Retiree, wives and friends meet Tuesday, Nov. 9, at Hometown Buffet, 10542 SE Washington St., Portland. For additional information, please call Glenn Hodgkinson at 503 656-0028.

INSULATORS 36
Retirees meet for breakfast 9 a.m. Thursday, Dec. 2, at the Dockside Restaurant, 2047 NW Front Ave., Portland.

IRON WORKERS 29
Retirees meet 12 noon Wednesday, Nov. 10, at 11620 NE Ainsworth Cir., Portland for a catered lunch.

MILLWRIGHTS 711
Retirees meet noon Wednesday, Nov. 17, at Hometown Buffet, (by Mall 205) 10452A SE Washington, Portland.

NORTHWEST OREGON LABOR RETIREES COUNCIL
Business meeting from 10 a.m. to 11 a.m. Monday, Nov. 8, in the Northwest Oregon Labor Council board room, at 1125 SE Madison, Portland.

OREGON AFSCME
Retirees meet 10 a.m. Tuesday, Nov.

16, at the AFSCME office, 6025 E. Burnside, Portland. Call Michael Arken for information at 1-800-521-5954, ext. 226.

SHEET METAL WORKERS 16
Retirees meet 11:30 a.m. Thursday, Nov. 11, at Izzy's Pizza & Buffet, 1307 NE 102nd Ave. & Halsey, Portland.

UNITED ASSOCIATION 290
Retirees meet 10 a.m. Thursday, Nov. 18, at 20210 SW Teton Ave., Tualatin.
Salem area retirees meet 12 noon Wednesday, Nov. 10, at Almost Home Restaurant, 3310 Market St., NE, Salem.

Against TriMet

Transit Union 757 pushes back

TriMet board members got some heat Oct. 28 over the transit agency's decision to impose terms on union members while it waits for an arbitrator to pick between union and management final contract offers.

Outside the board of director's meeting at the Portland Building, 1120 SW Fifth Ave., a crowd of about 80 members and supporters of Amalgamated Transit Union (ATU) Local 757 put up a high-visibility informational picket as buses and light rail trains passed by. The picket's purpose was telling the public that TriMet is breaking the law by making changes to the contract without union member agreement. But the underlying message — "No contract, no peace!" — also came through loud and clear. Chants could be heard four blocks away.

A week earlier, some 200 members and allies rallied outside the Portland Hilton Hotel, where over 1,000 transportation experts were attending the Rail-Volution conference.

The union contract at TriMet — which covers 2,000 bus and rail operators, mechanics, and support staff — expired Nov. 30, 2009. After bargaining over a required 150-day time period, an impasse was declared. Under a

new Oregon law that the union supported, transit workers are prohibited from striking, and any contract dispute must be settled through binding arbitration. However, when the sides submitted their "last best and final" offers to the arbitrator, TriMet's proposal contained issues that were never raised at the bargaining table.

The union filed an unfair labor practice (ULP) complaint with the Oregon Employment Relations Board, accusing TriMet of bad-faith bargaining.

In bargaining, when either side makes offers that are worse than earlier offers, it suggests they're not really interested in reaching agreement. It means they're not bargaining in good faith, as the law requires.

Because a ULP had been filed, the arbitration process stopped.

Then, in September, TriMet General Manager Neil McFarlane announced that the agency, effective Jan. 1, 2011, would implement its own proposals, greatly increasing union members' required contribution to health insurance, and halting cost-of-living wage increases.

The union cried foul again, and amended its earlier ULP charge against TriMet.

"This is being done as retaliation because we filed an unfair labor practice complaint that has delayed arbitration," said Local 757 President Jon Hunt.

Hunt told the Labor Press that TriMet has complied with the law since the contract expired, covering all scheduled wage and insurance increases, "which is what they are required to do."

Instead of waiting for an arbitrator to rule and award a binding decision on new contract terms, Hunt said that TriMet now wants to change the status quo, and begin charging active and retired employees for their insurance.

For TriMet's union employees, the stakes are real. Local 757 member Scott Ronnie brought his 20-month-old son Isaac to the board of director's protest. A TriMet "mini-run" bus driver since July 2008, Ronnie said TriMet service cuts have prevented him from getting full-time work, as he had hoped. Instead, he's struggled as a part-time driver to maintain his hours in order to keep health insurance benefits for his family. Insurance is vital for Isaac, who has a blood disorder.

Under the terms TriMet imposed, Ronnie said his monthly insurance contribution will rise more than \$200 a month, which will put a strain on his



20-month-old Isaac Ronnie takes part in a picket by his father's union, Amalgamated Transit Union (ATU) Local 757 outside an Oct. 28 meeting of the TriMet board. ATU is fighting to maintain fully-paid family health insurance coverage for its members at the transit agency.

monthly income of around \$1,800.

Hunt said members took sacrifices in previous contracts in order to preserve their health benefits — even swallowing the bitter pill of a two-tier wage structure in maintenance: New hires in that department make \$5 an hour less than old hands.

When the board meeting began, picketers packed into the meeting room, and Hunt made a statement to the board. "The union and its members are abiding by the law, and we expect TriMet to do the same," Hunt told board

members. "We're not going to stand by and let this happen without a fight."

TriMet board President Richard Van Beveren responded that the board is not the forum to negotiate a labor agreement, but assured Hunt that TriMet intends to be fair and to abide by the law.

A hearing on the ULP charge had been scheduled for January, but now will be held in April. That means the dispute may not be wrapped up until the middle of next year, because the ULP has to be resolved before the arbitrator can choose between the two offers.

You're committed to labor unions, and so is your bank.

Labor Trustee Robert Jennings has his work cut out for him. Between managing his duties as a trustee on his trust funds and with the local District Council, he could use extra help. Union Bank® is the perfect fit. Our team of Labor Management specialists works together to provide Robert with customized treasury management services that automate his collections and disbursements, streamlining his administrative functions. The enhancements free up time for Robert and his staff, so they can focus on delivering unmatched service to members. For over 60 years, we've helped local labor unions operate more efficiently. No wonder Robert trusts us to get the job done.

To put our Taft-Hartley expertise to work for you, call us today.

Labor Management Trust Services:

Stephen Heady
Vice President
503-450-1270

Louis Nagy
Vice President
503-450-1273

Labor Management Deposit Services:

Rita Dailey
Senior Vice President & Industry Manager
949-553-6850

John Mendoza
Vice President & Relationship Manager
415-705-7112



Robert Jennings, Labor Trustee, Pipe Trades District Council 36

Member
FDIC ©2010 Union Bank, N.A.
unionbank.com

UnionBank®
Invest in you®

LERA to hold annual conference Nov. 10 at World Trade Center

The Oregon chapter of the Labor and Employment Relations Association (LERA) will hold its annual conference Wednesday, Nov. 10, at the World Trade Center, 121 SW Salmon St., Portland.

LERA is an organization that brings labor, management, neutrals and academics together to improve labor-management relations.

This year's theme is "The Good, The Bad, and The Barely Satisfactory," and will feature author and employment attorney Jathan Janove, who will present an interactive workshop based on his book "Managing to Stay Out of Court: How to Avoid the 8 Deadly Sins of Mismanagement." Each participant will receive a copy of this book.

Afternoon workshops will feature union and management professionals covering topics including: "Performance Management," with personnel from Kaiser Permanente; "Employee Involvement in Decision Making," featuring Partners In Construction Cooperation; "Joint Training," with speakers from PGE, and the OHSU Labor Management Center.

The event begins at 8:30 a.m. and includes a lunch program.

A hosted reception and awards ceremony recognizing outstanding individuals in the field of labor and employment relations will begin at 4:30 p.m.

Registration is \$115, with discounts for members and students. For registration information, contact Bill Rector at 503-939-3421 or e-mail to oregon.lera@aol.com.

LERC leadership school in Portland Nov. 12-13

The Labor Education and Research Center (LERC) at the University of Oregon will hold a Metro Portland Leadership School on Friday and Saturday, Nov. 12-13, at the Sheet Metal Workers Training Center, 2379 NE 178th, Portland.

The school will offer four different classes: Recruiting and Developing a New Generation of Leaders; Basic Grievance Handling; Labor History II: World War I to the Present; and Public Sector Labor Law. Participants choose one class to attend.

Classes run from 6:30 to 9 p.m. on Nov. 12, and from 8:30 a.m. to 3 p.m. on Nov. 13. Registration is \$75.

LERC hosts a full schedule of classes throughout the year. "The open enrollment programs are a great way to hone your skills and to meet activists from other unions," said Helen Moss of LERC.

Classes are beginning to fill, so Moss recommends registering soon.

For more information or to register online, go to LERC's website at <http://pages.uoregon.edu/lerc/>. Moss can be reached at 503-412-6732 or by e-mail at hmoss@uoregon.edu.



Iron Workers top out Children's Hospital

Members of Iron Workers Local 29 (above) prepare to set the last beam during a "topping out" ceremony at the new Children's Hospital at Legacy Emanuel in North Portland. Before the 31-foot-long beam was set, fourth-graders from Boise-Eliot Elementary School (right) signed their names alongside those of construction workers and dignitaries, including U.S. Rep. Earl Blumenauer. The nine-story, 334,000 square foot hospital is expected to be completed in 2012 and will include 165 private rooms, a 22-bed day surgery unit, a pediatric intensive care unit, a neonatal intensive care unit, and a 22-room emergency department. Hoffman Construction Co. is the general contractor.



Photos courtesy of Legacy Emanuel Hospital.

55 Machinists to be laid off at Silver Eagle

Portland-based Silver Eagle Manufacturing Co. notified the state that it will lay off 55 workers — members of Machinists Lodge 1005 — starting Dec. 17. Two office workers also will be let go.

Silver Eagle makes military trailers and other truck components at its headquarters at 5825 N.E. Skyport Way.

Machinists Union rep Britt Cornman said the company is eliminating its swing shift because the military reduced its contract for manufacturing light tactical trailers used with high mobility multi-purpose wheeled vehicles.

Workers have been cranking out 750 trailers a month. The new order is for 350 trailers a month.

Cornman said Silver Eagle has been under contract with the military to manufacture the trailers since 2006. Up until that time, the company operated with 40 to 50 employees in the plant.

"They started ramping up for the military in 2006, hiring more assemblers," Cornman said.

Employment peaked at 134 bargaining unit members this year.

Workers earn on average \$14 to \$15 per hour, plus benefits.

Labor's Community Service Agency's "rapid response" team met with the soon-to-be-displaced workers Nov. 2. Rapid response helps workers file for unemployment insurance and provides information for job search and retraining opportunities.

Cornman said because Silver Eagle had already scheduled a two-week maintenance shutdown at the end of the year, workers will receive all scheduled holiday and incentive pay prior to the Dec. 17 downsizing.

...Intel construction

(From Page 1)

big new fab in Oregon. We've consistently shown that we have the construction workforce to deliver a project on time, on budget and in a safe manner."

Intel began construction of Ronler Acres 1 in December 1994. RA1 is a three-story 300,000-square-foot office building and a 600,000-square-foot fab (D1B) featuring a 35,000-square-foot clean room that grew to 77,000 square feet when it was converted into production in 1998. D1B was the original name of what later became Fab 20, which ceased production in June 2010.

Ground was broken on the D1C development fab in 1998. The 282,631-square-foot plant went online in 2001. The facility featured 100,000 square feet of clean room, which at the time was larger than most production factories in the industry.

Then came D1D, a \$2 billion, 797,353-square-foot development fab with 190,000 square feet of clean room. At its peak, D1D employed 4,000 construction workers. It opened in 2003.

"At one point during D1D construction I remember seeing 14 cranes set up. That's an amazing site to behold," Mohlis said.

Phase 1 of D1X is the size of the D1D, noted John Endicott, business manager of Plumbers and Fitters Local 290 and president of the OSBCTC.

The D1X clean room alone measures in at 200,000 square feet. Another

330,000 square feet of support buildings will be built as well.

"With these projects (D1X and D1C and D1D expansion) I would guess we will dispatch well over 1,000 workers at its peak," Endicott said. "We'll empty our bench for fitters."

Nelda Wilson, assistant to the business manager of Operating Engineers Local 701, said that with other projects such as Portland's Big Pipe starting to wind down, her members are looking forward to the work.

"The Intel project will be a big help," she said.

Local 701's peak work is underground utilities and foundation. Some level of groundbreaking is expected by year's end, so peak likely will come in early 2011.

D1X is projected to open in 2013.

All told, Intel has more than 1.4 million square feet of office and manufacturing space in a half-dozen buildings at Ronler Acres. Some 300 to 350 union fitters and plumbers work there every day performing maintenance, changeovers, and toolovers. Another 100-plus electricians are also on site daily.

In addition to the construction jobs, D1X will add as many as 1,000 skilled manufacturing and research employees (nonunion) to Intel's Hillsboro workforce. Intel has facilities in nine other states and nine foreign countries, but its largest base of operations is in Oregon, with about 15,500 employees.

IN OUR LABOR COMMUNITY
LIVE UNITED
IS MORE THAN A SLOGAN.
IT'S OUR STANDARD.
WE KNOW THE VALUE OF
WORKING TOGETHER
TO INVEST IN OUR COMMUNITY.
JOIN US!
EVERY DOLLAR COUNTS.



GIVE. ADVOCATE. VOLUNTEER.
100% OF YOUR GIFT IS INVESTED LOCALLY.

www.unitedway-pdx.org



Labor's Community
Service Agency, Inc.



United Way of the
Columbia-Willamette

Another big vote: Ballots out to elect WSLC officers

SEATTLE — Ballots are out in the election for new officers and Executive Board members of the Washington State Labor Council (WSLC), AFL-CIO.

This election is different than past ones because longtime incumbent President Rick Bender and Secretary-Treasurer Al Link are retiring and won't be on the ballot.

Jeff Johnson has been nominated for president, and is running unopposed. Johnson, a member of the Washington Federation of State Employees Local 443 and Office and Professional Employees (OPEIU) Local 8, is special assistant to the president at the state labor federation.

Two people are vying for secretary-treasurer — Lynne Dodson and Karen White. Dodson is a member of American Federation of Teachers/Community Colleges Local 1789, and White is with the International Brotherhood of Electrical Workers Local 77 and OPEIU Local 8.

Four candidates were nominated to fill three spots as vice president in the Third District (which covers Southwest Washington). Candidates are Bob Guenther of IBEW Local 77; Karen Stites of Amalgamated Transit Union Local 1765; Tim Pfeifer of the Association of Western Pulp & Paper Workers Local 580; and Shannon Walker of United Food and Commercial Workers Local 555.

In balloting for leaders of constituency groups, Art Boulton of Machinists Lodge 79 and Robby Stern of the Washington State Alliance for Retired Americans are running for the top spot at the Alliance for Retired Americans. It is the only contested race among constituency groups.

Candidates for WSLC president and secretary-treasurer must receive 10

nominations from affiliated unions, and candidates for vice president must receive five nominations in order to appear on the election ballot.

More than 500 local unions are affiliated with the WSLC, representing approximately 400,000 rank-and-file union members working in the state.

Ballots were mailed to affiliates Oct. 20 and must be filled out and returned to the WSLC by Dec. 6. Ballots will be counted Dec. 9, and the WSLC will report the results Dec. 10.

New officers will serve four-year terms that begin on Jan. 5, 2011.

Jensen, Held named to prevailing wage committee

Oregon Labor Commissioner Brad Avakian has appointed three new members to the Prevailing Wage Advisory Committee — two from organized labor and one from management.

The appointments are:

- Kevin Jensen, business manager of Iron Workers Local 29;

- Greg Held, business manager of the Oregon and Southern Idaho District Council of the Laborers Union; and

- Dee Burch, president of Advanced American Construction, Inc.

One of the appointments replaced Pete Savage of the United Brotherhood of Carpenters, whose term expired Nov. 1. The other two appointments were newly created positions. Oregon law doesn't say how many members the committee must have, just that there be an equal number of management and labor representatives.

The committee is charged with helping the labor commissioner administer prevailing wage laws that apply to public construction projects.



New journey-level Painters and Tapers

A dozen painters and tapers graduated from the Painter/Decorator and Drywall Finisher Apprenticeship Program last month. Graduates received plaques and Carhartt jackets at a dinner in their honor Oct. 14 attended by union officials and contractors of the Signatory Painting Contractors Organization. One new journeyman, Sergio Gonzales, received \$500 for having perfect attendance at all classes. New journeymen and women are: Top row, left to right: David Taylor, Stephen Miller, Alex Schon, Jacob Adams, Stephanie Halferty, and Carrie Jossy-Christian. Seated from left to right: Mengiste Mengiste, Johnny Criss-Lawson, Brian Malkson, Erik Fadling, Chris McEnaney, and Raymond VanSlyke. Not present were Damon Keene, Anatoliy Paliakov, Francisco Ibanez, Brandon Hardy, and Pam Grater. Miller, Shon, Mengiste, Ibanez, Hardy, and Grater are tapers, and all but Miller are members of Portland-based Local 10. Miller is a member of Local 724 in Salem.

'Holiday Party' Dec. 4 in Salem

SALEM —The 70th annual "Holiday Party for Children" will be held at 10 a.m. Saturday, Dec. 4, at the Elsinore Theatre, 170 High St. SE, Salem.

The free event, sponsored by the Marion, Polk, Yamhill Counties Labor Council, will feature holiday songs by Patrick Lamb, a showing of the movie *How to Train Your Dragon*, a visit from Santa Claus, and a free goody bag. Lamb is a popular musician in Oregon and is a member of Musicians Local 99.

Doors open at 9:45 a.m.



Sharon Maynard

- Social Security Disability



Nelson Hall

- Personal Injury
- Workers Compensation

Serious Injury and Death Cases

- Construction Injuries
- Automobile Accidents
- Medical, Dental and Legal Malpractice
- Workers' Compensation Injuries
- Social Security Claims



BENNETT, HARTMAN,
MORRIS & KAPLAN, LLP
ATTORNEYS

"Working hard for hard working people"

111 SW FIFTH AVENUE, SUITE 1650
PORTLAND, OREGON 97204

503 227-4600

WWW.BENNETTHARTMAN.COM

Our Legal Staff are Proud Members of UFCW Local 555

LEGAL PROBLEMS?

\$16 a month coverage includes:

- ❖ Unlimited toll-free phone consultation with attorneys.
- ❖ A comprehensive will with yearly updates.
- ❖ Representation for traffic tickets, accidents, criminal, and civil suits.
- ❖ Coverage on IRS tax audits.
- ❖ Divorce, bankruptcy, child custody, and much more.*

THESE LEGAL SERVICES ARE PROVIDED BY THE VERY BEST LAW FIRMS IN OREGON & WASHINGTON.

* Some services not 100% covered

For more information, call toll-free

(888) 252-7930

www.prepaidlegal.com/info/randallnix

Tired of Working in PAIN?

Most Insurance Plans Accepted!

PROUDLY SERVING
PORTLAND WORKERS
FOR OVER 29 YEARS

Beeson Chiropractic helps bring the relief you need!

- ♦ Treatment for pain due to overuse and repetitive motion
- ♦ Chiropractic adjustments
- ♦ Treatment for accident and sports-related injuries
- ♦ Rehabilitation exercises
- ♦ Therapeutic massage
- ♦ Internal diagnosis and treatment
- ♦ Lab tests and x-rays



Dr. Dan Beeson, Chiropractor
7215 SE Thirteenth Ave. in Sellwood

CALL 503-238-7025



HOME FOR THE HOLIDAYS: There are union travel options

Workers and their families can say "Union, Yes" when they travel, by flying unionized airlines.

Information on which airlines are unionized isn't easy to come by. The AFL-CIO's Union Label and Service Trades Department doesn't maintain such a list. But the Northwest Labor Press found a good deal of information in the annual reports that publicly traded corporations are required to file with the Securities and Exchange Commission.

We've ranked the airlines that fly out of Portland International Airport from most to least unionized. At the top is US Airways, with 87 percent of its workforce unionized. At the bottom is JetBlue, the only major airline that's totally nonunion.

Of course, any of this could change. Flight attendants at Frontier unionized this May. And at Delta airlines, tens of thousands of workers are deciding this month and next whether to be union or not.

The biggest airline unions are the International Association of Machinists and Aerospace Workers (IAM); the Association of Flight Attendants, a division of the Communications Workers of America (AFA-CWA); the Air Line Pilots Association (ALPA); Transport Workers Union (TWU); and the International Brotherhood of Teamsters (IBT).

Here are the rankings, from most unionized to least, along with the acronyms of their unions.

US AIRWAYS: 87 percent (IAM, IBT, TWU, USAPA, AFA-CWA)

UNITED/CONTINENTAL: 82 percent (IAM, AFA-CWA, ALPA, IBT, IFPTE, PAFCA)

SOUTHWEST: 82 percent (SWAPA, TWU, IAM, IBT, AMFA)

ALASKA AIRLINES: 82 percent (ALPA, AFA, IAM, IAM, AMFA, TWU)

AMERICAN: 67 percent (APA, TWU, APFA)

HORIZON: 46 percent (IBT)

FRONTIER/REPUBLIC: 45 percent (AFA-CWA, FAPA, TWU, IBT)

DELTA/NORTHWEST: 39 percent (ALPA, PAFCA, IAM, AFA-CWA, IBT, AMFA, TWU)

JETBLUE: 0 percent

Another thing: To get to and from Portland International Airport, there is one partially unionized taxi company — Radio Cab, where dispatchers are represented by the Teamsters.

Finally, bus and rail are other union travel options. Greyhound Bus drivers and mechanics are represented by Amalgamated Transit Union National Local 1700 and the IAM. Amtrak workers are members of nine different unions, depending on their occupation, including IAM, TWU, and the International Brotherhood of Electrical Workers.



James Coon



Raymond Thomas



Cynthia Newton



Kimberly Tucker



Chris Frost

The team at **SWANSON, THOMAS & COON**
can help you:

Know Your Rights

If you are injured at work but not sure you need medical treatment, at least give the employer a short written report of the incident to protect your rights later, should you need to file a workers' comp claim.

Workers Compensation

Construction Injuries

Death Claims

Personal Injury/Product Liability

Social Security Disability

Occupational Disease/Mesothelioma

Call us today at **503-228-5222**
Straight answers. No cost for consultation.

SWANSON, THOMAS & COON ATTORNEYS AT LAW
820 S.W. Second Avenue, Suite 200
Portland, Oregon 97204
www.stc-law.com



FREE

BARGAIN COUNTER

Free classified ads to subscribers

DEADLINE: Friday prior to publication
Published 1st and 3rd Fridays

Now accepting e-mails

Send to: Michael492@comcast.net

Mail to: NWLP, PO Box 13150, Portland OR 97213

(Please include union affiliation)

- 15-20 words • No commercial or business ads • 1 ad per issue
- All lower case (NO CAPITAL LETTERS, PLEASE) •

Ads MUST include area code *or they will not be published*

AUTOMOTIVE

'95 CHEVY TAHOE, 155k, white w/gray interior, leather, tow pkg, excellent in/out, \$4,500. 503-653-1289 (Don)

'91 MERCURY GRAND Marquis, ex cond, less than 100k, AT, AC, cruise, \$800. 503-255-8072

'76 FORD 250 truck, 360, 4x5 Hi-Boy, 4 spd, 128k miles, real nice, \$8,500. 360-256-7810

'72 CHEV 3/4 T 2WD, LWB, 350-8, AT/PS/PB, AC, custom camper/Cheyenne packages, solid, straight, runs great, \$3,900 cash. 503-568-6159

'86 TOYOTA truck, looks good, runs great, 4 spd, canopy, 2200 cc, \$1,100 OBO. 360-513-9724

'91 CADILLAC ELDORADO, immaculate condition, 124k, red, \$6,200. 503-222-7419

VW SERVICE MANUAL, 1999-2005 Inc. diesel, like new, \$40. 360-823-3486 (Jim)

1988-92 HOOD for F250 Ford truck, \$50, sway bar for 1988 F250 Ford truck, \$35. 503-761-1190

HOUSING

LINCOLN CITY vacation rental, 3 bdrm, 2 bath, \$110/night, sleeps 8, 2 blocks to beach, 4 blocks to casino. 503-804-7976

1 BEDROOM in Arlington OR, with all amenities, pool, close to wind farm, next to golf course, \$100/week. 702-808-5111

ROCKAWAY ocean front, 503 777-5076
<http://home.comcast.net/~rockaway.beach>

5 bdrms, 2 bath, call for winter special.

BANDON, OR vacation rental, 3 bedroom,

2 bath, 2 blocks to beach, \$150/night. 541-391-9918

ROCKAWAY BEACH vacation rental, 3 bed, 2 bath, sleeps 10, 4 blocks to beach/shops. 503-754-6101 or 503-236-7004

FIXER HOUSE on 1/4 acre, 414 N Faragut, Aberdeen, WA, \$30,000 cash or trade for auto or ? 360-425-8445

SPORTING GOODS

BELGIUM BROWNING BAR, 300 win mag safari grade, w/3x9x40 Nikon scope, \$850, obo. 503-454-0614

DUCK BLIND, one man ground mossy oak camo, final approach, like new, \$75. 360-835-8000

MISCELLANEOUS

FORK LIFT, Hyster, 6000 lb, propane hard tire, double mass, everything works, \$2,500. 503-643-6897 (Dale)

DISNEY DHS, like new; tri-chem paint trays, knick-knacks birds; messenger magazines in original envelopes. 503 657-7058

WOODSPLITTER, 22 ton w/Honda 5.5 hp, \$1,650; Stihl MS 390 28" saw, \$350, both like new. 503-871-6722

LOST AT ATU DEMONSTRATION in front of downtown Hilton — wire rim bifocals in red leather case. 503-622-1324 (Pat)

WANTED

JUNK CARS, cash for some, removal of unwanted cars and pickups. 503-314-8600

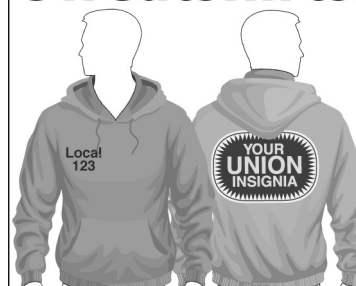
OLD WOODWORKING tools, planes, levels, chisels, handsaws, slicks, adzes, wrenches, folding rulers, leather tools, tool chests. 503-659-0009

COLLECTOR PAYS cash for older toys, oil paintings, art pottery, taxco silver and unique items. 503-703-5952

SILVER COINS, US and Canadian, collector pays top money for all small amounts. 503-806-6287

US, GERMAN, Japanese military items, hats, uniforms, medals, rifles, pistols, flags, etc. 503-852-6791

Sweatshirts.



Union-Made.



WITHAM & DICKEY

4824 NE 42nd Ave., Portland

(503) 736-0111

Talk to Bill, Jay, Michelle, Claire, Bob, Scott, David or Fergus.

'American Made' in the Northwest



WHITE & WESCO

"Always the best Quality"

10" SMOKE JUMPER

16" LINEMAN

SIZES IN NARROW, MEDIUM & WIDE

AI's SHOES

5811 S.E. 82ND • 771-2130

Mon-Fri 9:30-7:30 Sat 9:30-5:30 Sun 12-6

Labor agency, Machinists help put on home foreclosure seminar

Labor's Community Service Agency and Machinists District Lodge 24 helped sponsor a seminar Oct. 22 for people facing foreclosure on their homes.

The workshop, "Getting Traction," was presented by Good Grief America, a nonprofit organization based in Central Point, Oregon. Approximately 70 people attended the workshop, including union members, nonunion members, attorneys, and real estate agents.

Nancie Koerber and Mark Thomas founded Good Grief America last year. The organization does not give legal or tax advice, Thomas said, focusing more on providing moral support and helping direct homeowners who are feeling lost in the shuffle due to the process.

First and foremost, workshops emphasize to participants that they are not bad people, but rather they have been put in a bad situation by banks and

mortgage lenders making huge profits off their misfortunes.

Koerber and Thomas have experienced first-hand the difficulties homeowners face when they can't pay their mortgage. When it happened to them, they set out to find a solution that would satisfy their lenders, while at the same time keep them in their home. What they discovered was that no one really wanted to help and that lenders were abusing the system, including the federal government's Home Affordable Modification Plan (HAMP).

As they started sharing their information, more and more people — including attorneys, accountants, and civic leaders — got involved. "We found that attorneys didn't know what we knew," Koerber said. "They started coming to our seminars to learn from us."

To date, Good Grief America has conducted a dozen seminars throughout the state, sharing information with some 400 homeowners. Participants are asked for a donation of \$20, but no one is ever turned away.

"Nothing is ever sold, or for sale at our seminars," Koerber said.

The Oct. 22 seminar covered issues

such as: why loan "servicers" aren't cooperating; who is the decisionmaker and owner of a home loan?; homeowner rights and what to do to ensure them; tools that will bring lender decisionmakers to the table; what is a "qualified written request" and how to use it; and how to use a loan audit as a bargaining chip.

The couple also encourages distressed homeowners to take notes of — or even record — every conversation they have and to keep those notes readily available in a binder.

"In the State of Oregon you don't have to let the other side know you are recording," Thomas said. "If you ask for permission to record they will hang up."

Good Grief America has created an online community for distressed homeowners at www.goodgriefamerica.ning.com.

Additionally, Vicki Burns, executive director of Labor's Community Service Agency, said more seminars can be arranged if union locals are interested. For more information, Burns can be reached at 503-231-4962.

Koerber and Thomas can be reached at 541-690-8334.



A spitting image

Bob Shiprack gets a kick out of a cartoon caricature of himself drawn by political cartoonist Jack Ohman. The framed drawing was presented to Shiprack at a retirement party on his behalf Oct. 20. Shiprack served as executive secretary of the Oregon State Building and Construction Trades Council for the past 25 years and is a 36-year member of the International Brotherhood of Electrical Workers Local 48. Making the presentation is Paul Phillips (right), president of Pac/West Communications.

Broadway Floral

for the BEST flowers call

503-288-5537

1638 NE Broadway, Portland

INDEPENDENT RETIREMENT LIVING

Kirkland Union Manors

3530 SE 84th Ave.
Portland 97266

503-777-8101

Westmoreland's Union Manor

6404 SE 23rd Ave.
Portland 97202

503-233-5671

Manors Make the Difference

- Studio and One-Bedroom Apartments
- Affordable Rent includes Utilities (EXCEPT PHONE AND CABLE)
- Planned Events, Clubs, and Activities
- Ideal Locations offer easy access to Bus Lines, Shopping, and Entertainment
- No Costly Buy-In or Application Fees
- Federal Rent Subsidies Available (MUST QUALIFY)



WESTMORELAND'S UNION MANOR

Opened in October of 1966



LABOR LEADERS IN THE
PORTLAND BUILDING TRADE
MOVEMENT ORGANIZED THE
UNION LABOR RETIREMENT

ASSOCIATION IN 1962, WITH THE SOLE PURPOSE
OF PROVIDING HOUSING FOR THE ELDERLY.

"We believe that everyone earns the right to retire, free from pressures of earlier years."



Kirkland Union Plaza

1414 Kauffman Ave.
Vancouver 98660

360-694-4314

Marshall Union Manor

2020 NW Northrup
Portland 97209

503-225-0677

WWW.THEUNIONMANORS.ORG

TDD 503-771-0912

Improving education model won't help jobs lost to NAFTA

To the Editor:

Oregon School Superintendent Susan Castillo recently appeared at Intel to deliver her first "State of Education" speech. She spoke of increasing graduation rates and said our top legislative priority should be increased spending on schools. She also said that "education is the key to lifting the state out of its recession."

We have heard similar concerns expressed on the national level. Some think all young people need a college education to succeed.

I need a little bit of evidence to accept these opinions. President Obama has recently stated that he wants to pass the Korean Free Trade Agreement after the November 2010 elections. This agreement was negotiated by the Bush Administration, but never passed through the House and Senate and, therefore, was not enacted.

This agreement contains the same or similar provisions that are within the North American Free Trade Agreement. NAFTA has cost the U.S. working class millions of blue-collar, family-wage jobs.

How will improving our educational model in this country account for the jobs we have lost since NAFTA?

How can we accept another similar free trade agreement and expect any different results?

I certainly am not against improving education, but I do question who really needs education the most. Educating our young people for less and less opportunities for meaningful employment in America is not a realistic or responsible course of action. Educating our politicians and voters about what is good for the future of our country makes much more sense to me.

In my opinion, this is our top priority and the key to lifting us out of recession. Historically, America has been described as the "Land of Opportunity." But if we don't wake up and educate our electorate and leaders soon, we are headed toward the "Land of Disappointment."

Bruce R. Dennis
Carpenters 247
Retired
Portland

Registration open for labor law confab

Registration is under way for the 15th annual Oregon Labor Law Conference, to be held Friday, Jan. 28, at the IBEW Local 48 Hall, 15937 NE Airport Way, Portland.

"The goal of the conference is to provide training to help officers and staff of unions serve their members better, be better equipped to organize the unorganized, and get training on how to

avoid legal liability," said Norm Malbin, general counsel of Local 48 and program coordinator.

Participation is limited to 260 (it always sells out), and registration is on a first come, first serve basis. Registration is \$90 and includes all materials and lunch. For more information, call Kristi at 503-889-3660 or Malbin at 503-889-3669 or e-mail to kristi@ibew48.com.

NOLC's Labor History program to celebrate 110 years of the Labor Press

November is Labor History Month in Oregon, and every year since 1991 the Northwest Oregon Labor Council's Labor History Committee has put together a program at that month's delegates' meeting.

This year's program on Monday, Nov. 22, will take a look at the 110th anniversary of the Labor Press.

Labor History Committee Chair Jim Cook, along with committee members Thomas Getts, Joe Kear, Janet Irwin and Jeanne Ramsten, have been poring through Labor Press archives dating back to 1900. The program will feature a PowerPoint presentation of front page stories, headlines, cartoons, and photographs of major news articles covered by the Labor Press over the last 110 years, with narration by Getts and Irwin.

"This is an opportunity to both celebrate and promote the Labor Press and, hopefully, broaden its distribution," Cook said. "It's imperative that we not take for granted the Labor Press and its longstanding tradition of reporting our history."

Labor History Month was enacted by the Oregon Legislature in 1991.

The NOLC meeting starts at 7 p.m. at the IBEW Local 48 Hall, 15937 NE Airport Way, Portland.

For more information, call Cook at 503-493-5903 or the NOLC office at 503-235-9444.



Portland contract ratified

Victoria Hellman of AFSCME Local 189 (standing with calculator) tallies votes during ballot count for a new contract at the City of Portland. Members of seven unions representing some 1,800 workers at the City ratified a new three-year collective bargaining agreement on a vote of 752-200. The District Council of Trade Unions has been in contentious bargaining with the City since January. Talks had entered mediation a week prior to reaching a deal — and just days after a huge union rally across the street from City Hall. City employees voted on the contract during the week of Oct. 25-29, with ballots counted shortly after 6 p.m. on Oct. 29 at the AFSCME Council 75 Hall in Northeast Portland. Assisting in the ballot count for Local 189 are from left to right: Stephanie Babb, Katherine Anderson, and Secretary-Treasurer Debbie Hussey. The DCTU is comprised of Local 189, Laborers Local 483, Electrical Workers Local 48, Machinists Lodge 1005, Plumbers and Fitters Local 290, Operating Engineers Local 701, and Painters and Allied Trades District Council 5. The City Council voted on the contract Nov. 3 (after this issue went to press). For contract details, see the Oct. 15 edition of the Northwest Labor Press or go online to www.nwlaborpess.org.

By compounding interest, NLRB ups backpay awards

WASHINGTON, D.C. (PAI) — For employers, breaking labor law by illegally firing workers just got a little more expensive. That's because the National Labor Relations Board (NLRB) voted unanimously Oct. 25 that when an illegally fired worker gets back pay, the employer must also pay interest on that sum, compounded daily. Prior to the ruling, the employer had to pay only simple interest.

In an unusual circumstance, the agency's general counsel, the AFL-CIO, the Service Employees International Union, and even the National Right To Work Committee all argued for compound interest on backpay awards. "Our primary focus must be on making the employees whole," the Board replied in its ruling.

"There is no force to the argument" by the employer in the case, the Kentucky River Medical Center, "that compound interest wrongly penalizes respondents for the sometimes protracted nature of unfair labor practice proceedings," the Board ruled.

"The Supreme Court rejected a similar argument with respect to back pay awards generally, recognizing that delay injures backpay claimants and that the Board is 'not required to place the consequences of its own delay ... upon wronged employees to the benefit of wrongdoing employers,'" the NLRB decision said.

"Before a back pay award becomes effective, the respondent enjoys an interest-free loan for as long as it can delay paying out back wages. We believe daily compounding ... will lead to more fully compensatory awards of interest and thus come closest to achieving the make-whole purpose of the remedy."

"Awarding compound interest on back pay prevents unjust enrichment" for employers, the AFL-CIO told the NLRB in its brief on the case.

"An injurer allowed to keep the return (interest) on his money has profited by his wrong," the AFL-CIO added. "Compounding interest also encourages prompt compliance with the Board's orders," the federation noted, adding that it would also encourage companies to obey labor law, while furthering the law's objectives.

In its brief, SEIU made the same points and added that low-paid workers would be the ones who would benefit the most from the compound interest order.

"A strong, equitable remedial regime that makes these workers whole and that disincentivizes the commission of unfair labor practices is of vital importance to SEIU. The current back pay regime falls short of this objective and fails the workers who rely on it the most," the union said.



Zachary Zabinsky

- Social Security Disability
- Auto Accidents

Personal Attention To Every Case

Working For Disability Rights
Since 1983

NO FEE WITHOUT RECOVERY
621 SW Morrison, Portland

503-223-8517

Marco Consulting Group

Serving Taft-Hartley and Public Benefit Plan Markets:

- Full-service Investment Consulting Services
- Fiduciary Services
- Proxy Voting Services

For more info please contact Jason Zenk at 253-376-3391

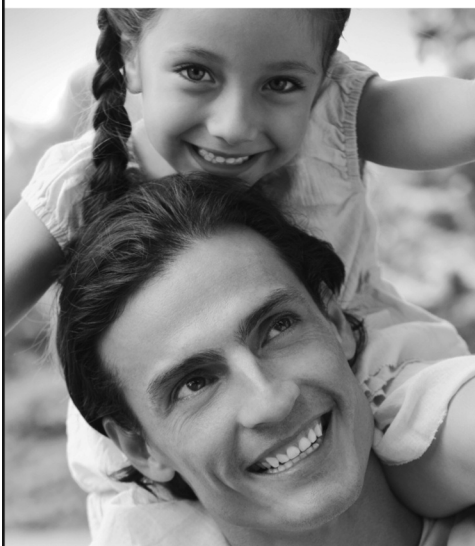


Headquarters Office
550 W. Washington Blvd.
Suite 900
Chicago, IL 60661
P: 312-575-9000
F: 312-575-9840

WWW.MARCOCONSULTING.COM

East Coast Office
25 Braintree Hill Office Park
Suite 103
Braintree, MA 02184
P: 617-298-0967
F: 781-228-5871

Union members! It's time to get a jump on a healthy smile



Bright Now! Dental has provided Union members and their families quality, full service care at affordable prices for more than 30 years. Come in and create a healthy, beautiful smile to last a lifetime.

- Preventive, corrective and cosmetic dentistry services
- Convenient hours and same-day appointments
- Payment options that work for you
- \$500 credit guaranteed
- Low monthly payments*

FAMILY SAVINGS DISCOUNT

\$100^{OFF} DENTAL SERVICES

Offer valid for every family member in same residence, but only valid once per person (maximum \$100). Cannot be combined with other discounts or offers on same visit and cannot be used towards existing balances. Not redeemable for cash or credit. Offer is coordinated with insurance. Offer is valid for new patients only and is subject to change and expires 12/31/10.

10 convenient FULL-SERVICE locations to serve you.

BEAVERTON, OR
4655 S.W. Griffith Dr.
503-644-1400

Walter List, D.D.S.
Scott Henson, D.M.D.
Vivian Lam, D.M.D.

GRANTS PASS, OR
1021 N.E. 6th St.
541-479-6696
Brandon White, D.D.S.

GRESHAM, OR
443 N.W. Burnside Rd.
503-492-8487

Austin Phoenix, D.D.S., M.S.
Ildiko Istvan, D.D.S.
Phong Bui, D.M.D.

HILLSBORO, OR
ORENCO STATION
7206 N.E. Cornell Rd.
503-640-9999
Matthew Biermann, D.M.D.
Rachel Cole, D.D.S.
Bano Ramkrishna, D.M.D.

MILWAUKIE, OR
17186 S.E. McLoughlin Blvd.
503-659-2525

Brooke McNeil, D.M.D.
Dmitry Lyubchenko, D.M.D.

PORTLAND, OR
3580 S.E. 82nd Ave.
503-777-0761
Matthew Biermann, D.M.D.
Deanna Lee, D.M.D.
Nick Grasvick, D.M.D.

SALEM, OR
831 Lancaster Mall Dr. N.E.
Suite 2
503-362-8359

Grant Smith, D.D.S.
Scott Henson, D.M.D.
Michelle Kirkpatrick, D.M.D.
Chris Martel, D.M.D.
Chung Joe-Park, D.M.D.

WILSONVILLE, OR
25700 S.W. Argyle Ave.
Suite F
503-682-8552

Charissa Foster, D.M.D.
Austin Phoenix, D.D.S., M.S.
Nick Grasvick, D.M.D.
Northwest Dental Associates, P.C.

VANCOUVER, WA
FISHER'S LANDING
3250 S.E. 164th Ave.
360-891-1999

Austin Phoenix, D.D.S., M.S.
Holly Wallstrom, D.D.S.
Peter Vu, D.M.D.
Stirewalt, P.C.

VANCOUVER, WA
SALMON CREEK
2101 N.E. 129th St.
Suite 101
360-574-4574

Phong Bui, D.M.D.
Austin Phoenix, D.D.S., M.S.
Jeff Pearson, D.M.D.
Stirewalt, P.C.

*Financing available on approved credit. © 2010 Smile Brands Inc. All rights reserved.

1-888-BRIGHT NOW
www.brightnow.com

Bright Now! Dental
Smiles for Everyone.™