

# UNION NEWS



## Next Meeting Dates

- August 9, 2006
- September 13, 2006
- October 11, 2006
- November 8, 2006

## Highlights from Last Meeting

July 12, 2006

- **Executive Board**
- Discussion included Steward Reports.
- **General Meeting**
- Donations were approved for supporting member's daughter's trip to Washington DC.
- Representatives from a CCPOA sponsored Molalla Youth Sports team presented to CCPOA their sponsor banner and thanked all.
- Office management - Motions passed to renew and upgrade copier; spend initial \$1500 toward website development; install alarm system in office.
- Update on Benevolent Foundation to include motion to refer to membership vote.
- Picnic Update by Clara Stoner.
- POLICE PAC report by Jon Greer.
- Sandi King looking into memorial benches previously approved.
- The meeting adjourned at 8:00 pm..

## FROM STEVE HYSON, CCPOA PRESIDENT

Here are some things that I am currently working on for CCPOA. Number one is the establishment of the CCPOA Benevolent Foundation. At the time of this newsletter publication, the ballots to vote to establish the foundation should be in your hands or at least in your department mailbox. Again the idea behind the creation of the foundation is to have a mechanism in place to assist members and their families in times of need, and to do good-will events with the public. I have already been approached by several members and businesses who want to participate in the foundation. I believe the creation of the foundation will benefit the membership in several ways. These benefits include building good-will with the public, enhancing our image, and most important, the helping of others. I can't urge you enough to vote "Yes" for the establishment of this foundation.

I am currently in negotiations over the establishment of a drug policy and on the payroll conversion matter. Since we are in negotiations I can't be specific about the issues. I will say that the proposed drug policy is very restrictive. As Law Enforcement, I don't think that the membership will have any issue with this policy, but any violations will very likely be harshly dealt with. If you are having a problem with any type of substance abuse, including prescription medications, alcohol abuse, or any use of controlled substances then the time to get help is now. Assistance is available through the Employee Assistance Program and your medi-

cal provider. As for the payroll conversion matter, little has been accomplished here and I have nothing new to report.

I have also been taking part in working with the PAC on the passing of the Sheriff's Office levy. I believe we can get this levy to pass, but it is going to take some work. I know from a recent email that this membership is not happy with the status quo so now is the time to take action. If you want more staffing to help alleviate all of those calls holding, or be able to get time off on a reasonable basis, then I expect to see you donating some time to do neighborhood canvasses, making some phone calls, and putting up campaign signs.

Help is also needed to staff the POA booth at the County Fair. Any amount of time would be greatly appreciated. The PAC is working very hard for us and we need to help them. The PAC has retained some very savvy political advisers to guide us through the campaign, but it will be the work of the members that will make the difference.

And finally the winners of the CCPOA September Las Vegas training trip are Steve Steinberg and William Behan. Steve and William won the rights to the trip after a very competitive and grueling selection process. Congratulations to Steve and William! The seminar they will be attending is Grievances, Arbitration and Past Practices.

Thank you and take care of each other.

Steve Hyson  
CCPOA President

## Help with the CCPOA Display at the Cruzin and the Fair

The POLICE PAC has purchased exceptionally nice display boards to utilize at various events. Volunteers are needed to help man these booths during the Cruzin with the Cops event on August 13 and the Clackamas County Fair from August 15 to 20. If you have 4 or more hours that you can donate, please contact Jon Greer, [jongre@co.clackamas.or.us](mailto:jongre@co.clackamas.or.us) or Steve Thoroughman, [stevetho@co.clackamas.or.us](mailto:stevetho@co.clackamas.or.us).

**Executive Board**

Steve Hyson, President  
 Jeff Smith, 1st Vice President  
 Lee Eby, 2nd Vice President  
 Jaime Ingham, Secretary  
 Steve Martin, Treasurer  
 Stewards:  
 Patrick Bray, Civil  
 Robert Dunkle, Corrections  
 Jon Greer, Corrections  
 Steve Hohensee, Corrections  
 Janice Swatman, Corrections Svcs  
 Dan Kraus, Detectives  
 Maurice Delehant, Detectives  
 Karen Moss, Patrol  
 Jason Ritter, Patrol  
 Pat Finn, Patrol  
 Steve Thoroughman, Patrol  
 Brian Tonn, Patrol  
 Tim Bailey, Services  
 Clara Stoner, Records  
 Jeff Mayer, DA Investigators  
 Ronda Jones, Molalla PD  
 Kirk Tonkin, West Linn PD

**Committees**

Political Action Committee  
 Steve Thoroughman  
 Picnic Committee  
 Clara Stoner  
 Budget Committee  
 Jon Greer

**Contact Information:**

CCPOA Business Office:  
 (503) 655-4070  
 (503) 650-4070 (fax)  
 Clackamascounty-  
 poa@comcast.net

**Mail:**

CCPOA  
 PO Box 427  
 Oregon City, OR 97045

**Meetings:**

2nd Wednesday of each month  
 Executive Board 5:30 pm  
 General Meeting follows

**Location:**

Carpenter's Hall  
 276 Warner-Milne, Oregon City  
 (Behind the Credit Union)

**CCPOA Retiree Medical Trust Fund: Moving Ahead**

*Tim Bailey, Retiree Committee Chair*

Our Trust Fund provides a major financial assist to our retired members, but it IS NOT a guaranteed benefit. Many members have expressed confusion to me, as to what the plan is and is not, I thought a short history lesson, really short, really ! was in store . **When this fund was initially established the monthly member premium was \$85.00 dollars a month.** There were fewer active members then, in the 80's, with fewer retiree's drawing on our fund, the world was good. The world got bad. In the last 6 years medical insurance premiums have skyrocketed, presently we pay close to \$900.00 a month for each member's premium. I see no market correction, until the Federal Government steps in. Yes, we have hired more members in the last 6 years, but with 2 % of their base pay going into the fund and close to \$50,000.00 going out every quarter to pay for retired members, the fund was depleted to the point that in 2005 there would not have been sufficient money to pay for all of the retired members on the rolls. Your CCPOA worked very hard on a solution, a committee assigned, with research, attorneys, negotiations with the County ongoing for over a year, the goal to continue to have a Trust Fund. **The fund was never guaranteed, the County has always paid into the fund with an amount percentaged on**

**your base pay**, nothing came out of your pocket directly. The easier solution would have been to end it. This was never acceptable to us. This is a benefit that we fought for, as your PERS 6% match is, we had no thoughts of just letting it go away. After much work, screaming and the international sign of distress, the end result was a Trust Fund that provided lesser benefits true, but a Trust Fund that continues on. Currently a CCPOA member at the Sheriff Office that has been here 15 years and takes a PERS recognized retirement will be Trust Fund Eligible until Medicare Age. A member becomes vested at 10 years, and taking the same PERS retirement will be covered one for one, such as - you have been here 11 years, the Trust Fund will pay for 11 years. As part of the Fund reorganization, Comm and Staff - very much in the same situation with their medical retirement - joined the CCPOA members Trust Fund. This gave us a few more retiree's, and additional active members base pay being matched and paid into the plan. Currently if you retire you may choose to pay Zero premium costs and utilize the Providence \$1000.00 deductible or the Kaiser \$1000.00 deductible plan. The Trust Fund will pay this premium for you, and 50 % of the cost of your spouse. You will pay under

this Providence and Keiser plans to cover the other 50 %for your spouse. This will be \$ 145.41 for Providence and for Kaiser \$ 63.84 . A member can "buy up" for him/herself and his or her spouse to a better plan, and can enroll domestic partners and dependent children, paying the additional charges. Much additional charges. We developed this after finding that the two major considerations of retired members were major illness or injury such as strokes, hip replacements, and prescription drug costs. Have a sinus infection ? Your \$ 1000.00 deductible is going to come into play. Need a bypass? Majority of the costs will be covered. What is in store for us in the future ? Medical Premiums will continue to rise. Your contract Negotiations Team pried a small increase out of the County to 2.5% and in January 3.0%. **Our goal is to build sufficient monies in the fund to restore full spouse coverage, then restore full plan coverage to equal that of the active members plans.** With the annual increase in medical premiums, these are tall goals. Give me a call if you have more questions about our plan. Ideas are always welcome that can improve our plan.

The CCPOA Union News is published monthly by the Clackamas County Peace Officer's Association and is intended for the exclusive use of the members of the CCPOA.

Editor - Mark Koberstein, Business Manager

Publisher - Steve Hyson, President

## CCPOA WEBSITE UPDATE

The Website project is moving along. Development is taking a bit longer than expected. A lot of thought is going into the security features of the site, although the general outline and content has been worked out. The date we hope to see something will be September 1.

The new site will be [www.clackamascounty.poa.com](http://www.clackamascounty.poa.com).

## Don't Forget Kaityroo!!

Donations can be made at any branch of the Bank of America for the "Save Kaityroo Medical Fund" or by mail to SAVE KAITYROO, c/o CCPOA, P.O. Box 427, Oregon City, Oregon 97045. More information can be obtained at [www.SAVEKAITYROO.com](http://www.SAVEKAITYROO.com) or on the Care Pages at <http://www.carepages.com>.

## Free Notary Services

Mark Koberstein, CCPOA Business Manager, is a Notary Public and his services are available to CCPOA Members and families at no charge. Call for an appointment (503) 655-4070.

## WEBITE OF THE MONTH

[www.orosha.org](http://www.orosha.org)  
OR-OSHA - enjoy!

## What are your Weingarten Rights?

*Lee Eby, 2nd Vice President*

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case ([NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689](#)). These rights have become known as the *Weingarten* rights.

As a member of the CCPOA you have *Weingarten* rights only during investigatory interviews. An investigatory interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If you have a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required

to inform you of your *Weingarten* rights; it is your responsibility as a member of CCPOA to know and request.

When you make the request for a union representative to be present management has three options:

- (1) stop questioning until the representative arrives;
- (2) call off the interview; or,
- (3) it can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option you should always refuse.)

This being said, not every discussion with a supervisor or management is an investigatory interview.

For example, a Lieutenant may speak with you about a specific way they may want a job accomplished. The Lieutenant may even ask questions. Due to the unlikelihood of discipline occurring, the conversation is not investigatory.

Every member of the CCPOA has the right to be represented. It your responsibility as union members to understand and request your Weingarten Rights. It can only protect you if you ask for it.

If you have any questions about this protections talk to your Union Representatives and they can give you an answer or find it for you. Remember, always immediately contact a Union Representative if you are being questioned by a supervisor that could result in discipline.

## CCSO Cop Shop

The Cop Shop has many items that are available. The proceeds from these items go to the CCSO Command Association and some of those funds are used to help support the CCSO Annual Awards Banquet.

Items available are pins, key rings, pens, cups, lunch coolers and clothing.

Prices range from \$3.00 to \$26.00.

The Cop Shop is open:

Monday through Friday

8 am to 5pm at Jail Admin

8 am to 4pm at PSTC

If you have suggestions for products you would like to see us carry, please send me an email at [tammyman@co.clackamas.or.us](mailto:tammyman@co.clackamas.or.us).

Thank you for your support Tammy Manley.

## OCPA - 2007 Legislative Goals

As members of the Oregon Council of Police Associations, we have the ability to influence future legislation. The OCPA recently adopted it's top goals for the next session:

1. Revise the SB 750 1995 language dealing with the definition of **Safety** when used in what are mandatory subjects of bargaining. Clarification of what are safety issues, including potential safety issues. (**SB 446 in 2003, SB321 in 2005**).
2. Change the **current Definition of Supervisory Personnel** in Law that was negatively altered by SB 750 in 1995. That change was an effort to limit membership to organizations by mid level employees as a way to weaken the organizations. OCPA would alter the Definition by using the factor of whether the employee has the ability to recommend economic sanctions or dismissal of another employee as to whether that person is a supervisor. (**SB 445 in 2003, SB320 in 2005**)
3. Revise the SB 750 1995 change in Strike Barred employee's negotiations that establish **Weighted Criteria**. By eliminating the weighted criteria, we would revert to the equal weight for all issues, thus Re-leveling the negotiating field. (**SB 444 in 2003, SB 319 in 2005**)
4. Continue to participate in the AG's or any other group's bill related to **Use of Lethal Force Task Force** and mitigation of any legislation on this issue. Mitigate if possible as many of the bad impacts on officers (**SB301 2005 Session**).
5. Establish statue that **provides for due process in investigations and sanctions by DPSST**. Set process for investigation, hearing by and report to ALJ. Revise system as used by Policy Sub committees and DPSST Board.
6. **DPSST Recomposition**. Reduce overall members and balance membership with more line personnel on both the policy groups and Board. (**SB 990 2005 Session**)
7. **Caseload issue**, limiting case loads for reasons of effectiveness & safety (public & P&PO's.) Arizona Law or other options. (Introduced as **SB 586, 2005 Session**)
8. **Interfering with a Peace Officer**. To support/co-operate with other labor entities or Gov. Agencies that promote repairs to ORS 162.247, which was rendered useless by Court Rulings. To continue efforts from 2005 Session, see - **SB 548 & HB 3025**.



**INSIDE THIS ISSUE:**

<i>From Steve Hyson</i>	1
<i>Help at Fair &amp; Cruzin</i>	1
<i>Meeting Dates</i>	1
<i>Retiree Medical Trust</i>	2
<i>Board Members</i>	2
<i>What is Weingarten?</i>	3
<i>Cop Shop</i>	3
<i>OCPA Legislative Issues</i>	3

THE CLACKAMAS COUNTY PEACE OFFICER'S ASSOCIATION DILIGENTLY PROVIDES PROTECTION AND SAFE WORKING CONDITIONS FOR THE MEMBERS OF THE CLACKAMAS COUNTY SHERIFF'S OFFICE, CLACKAMAS COUNTY MEDICAL EXAMINERS, DISTRICT ATTORNEY'S OFFICE INVESTIGATORS, WEST LINN POLICE DEPARTMENT AND MOLALLA POLICE DEPARTMENT.

THE CCPOA IS A 501(C) (5) NON-PROFIT LABOR ORGANIZATION.

*"He who labors diligently need never despair; for all things are accomplished by diligence and labor."*  
  
*Menander of Athens, 312*  
*BC*

CLACKAMAS COUNTY PEACE OFFICER'S ASSOCIATION  
P.O. BOX 427  
OREGON CITY, OR 97045

