

Oregon AFSCME's State Bargaining Process



AFSCME Central Table

18 locals/17 agencies

OYA

OSHN

OEM

CCB

SACU

OLCC

OSFM

OHAP

OSP

REA

DOC
Dentists

OLTCO

OMD

DEQ

OAJA

DSL

BCD

DLCD

Central Table vs Local Table

Central Table Examples

Salary
pot

COLAs

Insurance

Leave

Remote work

Inclement Weather

Statewide salary selectives



Local Table Examples

Agency
budget

Shift bidding

Hours of work

Health and Safety

Workplace committees

Differentials



Traditional Timeline

- **January/February of odd years:** All Local tables and Central Table starts bargaining
- **January/February - May:** Bargaining continues with a greater focus on non-economics
- **May - June (post May Forecast):** Bargaining continues with a greater focus on economics
- **June/July:** Central Table bargaining wraps up
- **Following three weeks:** All Local tables wrap up
- **Following two weeks:** Ratification takes place



Ratification & Contract Structure



Each local contract includes their
Local Table language AND
Central Table language

Each Local ratifies their contract
with the new language from their
Local Table and Central Table

Questions? Please feel free to reach out!

Jade McCredy

- Email: jmccredy@oregonafscme.org
- Phone: 971-772-6438