

# QUARTERLY UPDATES

## A WORD FROM THE PRESIDENT

Now more than ever, this Union exists to remind Deschutes Public Library leadership that their established Mission, Vision, and Value Statements must also be reflected in their workplace culture to stand true.

There are 168 hours in a 7 day week, 112 that we are awake for (if you get 8 hours every night). How much of that time do you spend at work? Thinking about work? Planning around work? Dreaming about work? We are staff for a large chunk of our days, sure, but we are community 100% of our time. Our employer cannot forget to defend their defined values *internally*.

Let us continue to remind them of their promise to the communities they claim to represent.

## LABOR-MANAGEMENT MEETINGS

Every month, Local 2837's President and Vice President meet with members of Management to address topics of concern throughout represented staff in the District.

Recently, we have brought to the table the new "onsite first" memo, supervisor availability, appropriate training schedules, mileage reimbursements, safety concerns, and searching for the "why" behind most decisions dropped in Teams General Channels.

We are dedicated to doing better about sharing notes from these meetings in 2026 - stay tuned.

## YOUR BARGAINING TEAM

Almost 70% of union eligible staff shared what they'd like to see change in upcoming negotiations. Thank you all for speaking up for yourselves and your coworkers.

Bargaining begins February 24<sup>th</sup>. Keep your eyes out for updates in your personal emails, and don't be afraid to ask questions or offer feedback. Check the Bargaining page on the website for more.



## HAVE YOU JOINED THE UNION?

With bargaining sessions fast approaching, we want to highlight that while all staff benefit from Union contracts, only dues paying members are able to officially vote on policy changes or article amendments. Reach out if you want to learn more about paying dues.

**Join Us:** [bit.ly/unionmembershipapp](https://bit.ly/unionmembershipapp)  
Union dues are set at 1.27% of your monthly gross income and are capped at \$90.25. (For comparison, the Bend-La Pine School District is 1.8% of a member's gross salary.)  
What does that look like?

**1.0 FTE**  
6A Step A: \$48.84  
10A Step A: \$71.51

**0.8 FTE**  
6A Step A: \$39.10  
10A Step A: \$57.20

## 2025-2027 Union Executive Board. Reach out with questions or concerns!

Jessica Bickford | President  
Dana O'Connell | Vice-President  
Annie Bucher | Secretary  
Pat Givens | Treasurer

Members At Large:  
Elise Stahn | PSS; Sisters  
Scott Selle | PSS; Redmond  
Theresa Peoples | PSS; D.Bend

Trustees:  
Mykaila Imhoff | PSS; D.Bend  
Erin Merriman Zenor | PSS; D.Bend

Questions? [dplafscme@gmail.com](mailto:dplafscme@gmail.com)