



NORTHWEST LABOR PRESS

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PORTLAND, OREGON

JULY 17, 2015

A landmark session, but Oregon labor wanted more

A big Democratic majority led to high expectations, but Oregon lawmakers balked at minimum wage and other labor priorities

By Don McIntosh

Associate Editor

How did working people fare in Oregon's 2015 legislative session? Depends on your measuring stick. In the days following the July 6 adjournment, Democrats touted accomplishments like paid sick leave, a public retirement savings plan, and close to a billion dollars in job-creating public infrastructure investment.

Yet many in organized labor who spent time in the Capitol came away frustrated. That's because expectations were high when the session began in February: Democrats had 18 of 30 seats in the Oregon Senate, and 35 of 60 in the Oregon House. Democrats tend to call themselves friends of labor, but it becomes harder every year to find pro-union Republican politicians. Yet on issues that forced Democrats to take sides, some Democrats couldn't be counted on. Despite the Democratic majority, there weren't enough Democratic votes to raise the minimum wage, toughen enforcement of wage-and-hour laws, penalize large employers who don't offer health insurance, restore public sector union rights, or clean up abuses in public contracting. Even the Oregonian called the session, "a mixed bag for workers and the 99 percent."

Labor's trouble spot was the Senate. Call it the Betsy Johnson problem: In previous legislative sessions, Sen. Johnson (D-Scappoose) prevented labor bills from passing when Democrats had a 16-14 edge. To get around that, enormous effort went to expand the Senate Democratic majority in the 2014 election. At the Oregon AFL-CIO's urging, Democrats campaigned on a working families agenda — and picked up two more Senate seats. Now it would take three



Photo by Sandy Humphrey

SIGNING PAID SICK LEAVE INTO LAW. Oregon Gov. Kate Brown held a bill signing ceremony July 13 for the "Fair Shot" agenda, comprised of Senate Bill 454 (Paid Sick Leave), House Bill 3025 (Ban the Box), House Bill 2002 (Ending Profiling), and House Bill 2960 (Retirement Security). A large crowd of union and community and elected leaders packed into the governor's ceremonial office to witness and celebrate.

wayward Democrats to doom labor-backed legislation. But that's exactly what happened on a number of bills, and making matters worse, much of the bill-killing took place in closed door meetings of the Senate Democratic caucus. Labor lobbyists would canvass lawmakers to tally support for a bill, and think they had 16 yeses, only to hear from their Senate allies that in the caucus meetings their bill was short of a majority. It could be a painful discovery — in past sessions, fair-weather friends in the Senate could masquerade as "yes" votes while blaming Johnson for inaction. This year's problem senators, according to interviews with over a dozen labor lobbyists and allies, included Mark Hass (D-Beaverton), Chris Edwards (D-Eugene), and Lee Beyer (D-Springfield).

Meanwhile, a coalition of two dozen business groups led by Associated Oregon Industries made it clear where it stood, putting over a dozen labor-backed bills on its "job killer" list, and campaigning hard to limit labor wins.

What follows is a blow-by-blow on the bills that made it,

and those that didn't, on issues that matter to working people. A mark means it passed; means the bill failed.

THE FAIR SHOT FIVE

The biggest labor news in the Oregon Capitol this year was the emergence of a powerful coalition of labor and community groups, led by five organizations, and joined by 20 others. Known as Fair Shot for All, the coalition united around five legislative proposals, and passed four of them. Now the coalition will reload and try to pass the fifth—an increase in the minimum wage—in the February 2016 short legislative session.

Paid sick time Starting Jan. 1, 2016, Oregon workers will have the right to take up to 40 hours of sick leave per year—paid where there are 10 or more employees (six or more in Portland), and unpaid where there are fewer. [Construction employers who offer benefits through union multi-employer trusts will be exempt.] Oregon is the fourth state in the nation to pass such a bill. Supporters wanted to pass it early in order to move on to other priorities. Instead it took four-and-a-

half months for the Senate to pass it; in the House, it took two days. Backers lost ground when the paid-unpaid threshold rose to 10 (from 5, as initially proposed), but they defeated an effort to leave out farmworkers. They also beat back an attempt by State Sen. Chris Edwards (D-Eugene) to tie sick leave's passage to a ban on all labor ordinances by local jurisdictions. In the end, no Republican voted for the paid sick time. All Democrats voted for it, except Brian Clem (D-Salem) and John Lively (D-Springfield) in the House, and Betsy Johnson (D-Scappoose) in the Senate.

Retirement security Starting July 1, 2017, all Oregon workers who don't have an employer-sponsored retirement plan (about 400,000 workers) will have one automatically set up by the State of Oregon — unless they choose to opt out. The low-fee account, funded by payroll deduction, will grow over time and enable workers to collect a monthly benefit when they retire.

Ban the box They did the crime, served the time, and now they (and we) need to start over. Ban the box bars employers from asking about criminal convictions at the initial application stage. Law

enforcement agencies and other employers required by law to consider an applicant's criminal history are exempt. Senate President Peter Courtney (D-Salem) didn't like the bill, but the support of Salem Republican Jackie Winters, the only African-American state senator, made the difference. Backers also defeated an effort to pre-empt stronger local ban-the-box ordinances, and as a result, Portland may soon move forward with something stronger.

Racial profiling Oregon, like America, has a problem with race, and one of places that shows up is police bias, oft-times unconscious. The new law bans law enforcement from using profiling as a tactic, requires law enforcement agencies to collect data about profiling, and establishes a process for accepting and addressing profiling complaints. The bill got a boost in April when Oregon Association Chiefs of Police backed it.

Minimum wage The Legislature hasn't lifted a finger to raise the minimum wage in more than two decades. Instead, organized labor dipped into its piggy bank to fund ballot measure campaigns in 1996 (to \$6.50) and 2002 (to \$6.90, followed by annual raises for inflation). This year, 10 minimum wage bills were introduced, to raise it from \$9.25 today to \$12.20 to \$15 over the next three years. But none of them got a vote, not even a bill to let local jurisdictions set a higher local minimum wage. Senate President Peter Courtney (D-Salem) declared that he wouldn't allow a vote on any minimum wage bill, and that gave cover to other Democrats who might have opposed raising the minimum wage. Of course, the House didn't vote on it either, nor was a word of support for it heard from Governor Kate Brown (or John Kitzhaber before her). But the issue's not dead. An informal task force of legislators will try to build consensus to pass it in 2016, and House Speaker Tina Kotek (D-Portland) says it's a priority. If that fails, advocates are already gathering signatures to put a \$15 minimum wage on the ballot in November 2016.

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IBEW Local 280 elects Lindsey new business manager

TANGENT, Ore.—IBEW Local 280 will have entirely new leadership as a result of recent union officer elections. In mail ballots counted June 2, members elected Drew Lindsey as business manager, rejecting two-term incumbent Tim Frew by 136 to 119. And for all other officer positions, no incumbent ran for re-election, and candidates were elected unopposed. All told, about 270 ballots were mailed in.

Local 280, headquartered in Tangent, Oregon, represents about 1,100 electricians in construction and sound and communications in nine counties in Central Oregon and the Southern Willamette Valley. Business manager is the one elected office that is also a full-time paid position.

Lindsey, 51, is a 22-year IBEW member, and has been a Local 280 officer previously. He was vice president under business manager Jerry Fletcher, and then president during Frew's first term. For six years, he also taught classes for first year apprentices at the IBEW training center.

Lindsey grew up in Lebanon, Oregon, and raised two daughters as a single father, one still at home. He joined IBEW after 12 years as a Teamster member

working at what is now the NORPAC cannery. His younger brother John Lindsey used to work as a pipefitter in Plumbers and Pipefitters Local 290 and now is a Linn County commissioner.

Lindsey says as business manager he plans to concentrate on collective bargaining. He also hopes to increase attendance and involvement in the union, and set a friendlier and more unifying tone where members don't get



Drew Lindsey

divided.

"I'd like people to shake hands at union meetings. If political differences are there, we can't let them divide us," Lindsey said.

For his part, Frew plans to go back to the tools and work as a union electrician.

Also elected besides Lindsey were: Mark Crenshaw, president; Brian Samp, recording secretary; Rob Jackson, treasurer; Executive Board at-large members Jeremy Kroon,

Michael Popish, and Mike Williams; and Examining Board members Christopher Bate and Randy Saltmarsh. No one was nominated for the position of vice president, which will remain vacant, along with a third Examining Board position, until an appointment is made.

Three out of the six candidates won positions as International Convention delegate — Tim Miller, Bill Kisselburgh, and Tom Baumann.

The new officers begin their three-year terms July 16.

RETIREMENT

Retirees lobby Congress on Social Security, Medicare

The Alliance for Retired Americans (ARA), a constituency group of the AFL-CIO, presented White House Conference on Aging Executive Director Nora Super with 226,000 signatures, saying that expanding Social Security should be a focus of the group.

The White House Conference on Aging was held July 13. Some 400 retiree activists were in Washington, D.C., the week prior for the Alliance's national legislative conference.

Retirees face major chal-

lenges with both the U.S. House and Senate controlled by Republicans. Led by presidential candidate Paul Ryan (R-Wis.), the GOP leadership recently released its 2016 budget, renewing their call to cut Social Security and overhaul (privatize) Medicare.

ARA members say the government needs to protect and improve Medicare as the highly successful public program it has been for nearly 50 years. Retirees also lobbied elected officials, calling on them to protect

Social Security Disability Insurance.

This year marks the 50th anniversary of Medicare, Medicaid, and the Older Americans Act, as well as the 80th anniversary of Social Security.

The Oregon Alliance for Retired Americans will join in a 50th anniversary celebration of Medicare on Thursday, July 30, at Terry Schrunk Plaza, SW Third and Madison, Portland. Festivities get under way at 11:30 a.m. Speakers are slated for noon.

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SW Washington Labor Council makes endorsements for August primary

Five candidates square off for chair of Clark County Board of Councilors

VANCOUVER, Wash.— The Southwest Washington Central Labor Council issued its endorsements for the Aug. 4 primary. Washington is a “Top 2” state, which means the two candidates with the most votes, no matter what political party they belong to, will advance to the November general election.

The labor council supports **Mike Dalesandro** for chair of the **Clark County Board of Councilors**. Dalesandro is a Democrat running against four Republicans, including incumbent chair David Madore and two sitting councilors—Tom Mielke and Jeanne Stewart. The other candidate is Marc Boldt, a former county commissioner who was defeated by Madore in 2012.

Last year Clark County voters passed a home rule charter, which reorganized county government, turned commissioners

into councilors, and expanded the County Council from three to five representatives. The first step into full implementation of the charter occurs in this election cycle. The new structure created four districts in Clark County where voters in each district will elect their own representative to the council, plus a new “chair” position that is elected county-wide.

Madore’s and Mielke’s terms don’t expire until 2016, and Stewart’s ends in 2019, so all three will retain their council seats if they lose the chair campaign.

Multi-millionaire Madore is a rookie politician who spent about \$314,000 of his own money to unseat Boldt, the incumbent. Since taking office, he has targeted organized labor. Earlier this year Madore proposed a right-to-work ordinance. The backlash from the community was fierce, and the proposal was dropped.

Dalesandro, 34, is a Battle Ground city councilor. He works as a supply chain analyst

at Boise Paper in Vancouver.

Five candidates have filed for the **Clark County Council, District 2**, seat. The district, created under the new charter, stretches from Felida through Ridgefield and La Center to the northwest county border.

The Southwest Washington Central Labor Council has endorsed Ridgefield resident **Chuck Green** for the post.

Green is the project manager for C-Tran’s Bus Rapid Transit Project, and was Clark County’s transportation program manager from 1992 to 1998. He is a strong proponent of replacing the Interstate 5 bridge, calling it “by far our region’s highest priority.”

One of his opponents is Mary Benton, the wife of controversial state Sen. Don Benton (R-Vancouver)—a Clark County employee.

Madore and Mielke hired Don Benton as the county’s director of environmental services in a backroom deal that eventually cost the county \$250,000 to avoid a lawsuit. The lawsuit al-

leged Clark County violated state and federal civil rights laws and its own hiring practices when the two commissioners hired Benton, who has no experience in environmental matters.

At **Vancouver City Council**, the labor federation endorsed the re-election of **Bart Hansen** to Position 4, and the election of **Ty Stober** for Position 5, and **George Francisco** for Position 6.

Hansen and Francisco have only one opponent, so they will automatically advance to the general election in November. Hansen was appointed in January 2010 to fill the vacant position created by the election of Tim Leavitt to mayor. He was elected to the post outright in November 2010, and re-elected in November 2011. Hansen is the office services manager at Clark Public Utilities. Francisco, 74, is an insurance company owner trying to unseat incumbent Bill Turlay. Francisco served on the Vancouver City Charter Review Commission in

2014, but otherwise has never run for elective office.

[The 2014 Charter Review Committee recommended five changes for the charter that the City Council voted to place on the ballot for the Nov. 3, 2015 General Election.]

Stober is among three candidates running for an open seat in Position 5. A small business owner in the clean energy sector, Stober is a longtime neighborhood and community activist who served on the 2014 City Charter Review Commission.

Stober also has endorsements from IBEW Local 48, AFSCME Local 307, Laborers Local 335, and United Food and Commercial Workers Local 555.

In **Battle Ground**, the Labor Council is backing **Candy Bonneville** in her bid to unseat incumbent City Councilor Phil Johnson in Position No. 7. Since only two candidates are in the race, both automatically advance to the general election. Bonneville is active in the Clark County Democratic Party.

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UNION MEETING NOTICES

AFSCME 88

Executive Board meets 6 p.m. Wednesday, Aug. 5. Any member in good standing may attend as a non-voting visitor.

General membership and stewards meet 6 p.m. Wednesday, Aug. 19. Meeting agendas may be viewed on the AFSCME Local 88 webpage on the Monday prior to the Wednesday meeting.

Meetings are held at 6025 E. Burnside, Portland.

AFSCME 189

General membership meets 6:15 p.m. Tuesday, July 28.

Executive Board meets 6:15 p.m. Tuesday, Aug. 11. Meetings are at 6025 E Burnside, Portland.

Bakery, Confectionery, Tobacco Workers and

Grain Millers 114

Executive Board meets 9 a.m. Tuesday, July 28, at 7931 NE Halsey, Portland, #300.

Cement Masons 555

Members meet 7 p.m. Thursday, Aug. 20, at 12812 NE Marx St., Portland.

Elevator Constructors 23

Members meet 6 p.m. Thursday, Aug. 13, preceded by a 5:30 p.m. Executive Board meeting, at 12779 NE Whitaker Way, Portland.

Fire Fighters 1660

Meetings resume in September.

Fire Fighters 452

Members meet 6 p.m. Wednesday, Aug. 5, at 2807 NW Fruit Valley Rd., Vancouver, Wash.

Glass Workers 740

Executive Board members meet 6 p.m. Thursday, Aug. 6, at 11105 NE Sandy Blvd., Portland.

Portland area members meet 6 p.m. Thursday, Aug. 6, at 11145 NE Sandy Blvd., Portland.

Eugene area members meet 5 p.m. Monday, Aug. 10,

at Best Western Grand Manor Inn, 971 Kruse Way, Springfield.

Salem area members meet 5 p.m. Tuesday, Aug. 11, at 3125 Ryan Dr., SE, Salem.

Electrical Workers 48

Bylaws Committee meets 5:30 p.m. Monday, July 20, in the Executive Boardroom.

Marine Unit meets 5 p.m. Tuesday, July 28, in the Dispatch Lobby.

General Membership Meeting 6:30 p.m. Wednesday, July 22, in the Meeting Hall. Doors open at 5:30 p.m.

Coast Unit Summer Picnic Sunday, July 26 from 11:00 a.m. – 3:00 p.m. at Cullaby Lake County Park, 11:00 a.m. – 3:00 p.m.

RENEW meets 5:30 p.m. Tuesday, August 4 in the Executive Boardroom

Executive Board meets 6:30 p.m. Wednesday, August 5 in the Executive Boardroom

Coast Unit meets 6 p.m. Thursday, August 6 at Astoria Labor Temple, 926 Duane St., Astoria

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

DEATH ASSESSMENTS: No. 2439, Norman Simonson and No. 2440, David P. Gende. The July 2015 assessment is \$1.50.

Electrical Workers 280

Executive Board meets 4:30 p.m. Wednesday, Aug. 5, at 32969 Hwy. 99E, Tangent, OR.

Bend Unit meets 5:30 p.m. Thursday, Aug. 13, at the IBEW/UA Training Center, 2161 SW First St., Redmond.

Joint Unit meets 5:30 p.m. Thursday, Aug. 20, at 33309 Hwy. 99E, Tangent.

Insulators 36

Executive Board meets 6 p.m. Wednesday, Aug. 12.

Members meet 7 p.m. Thursday, Aug. 13.

Meetings are at 11145 NE Sandy Blvd., Portland.

Iron Workers 29

Members meet 7 p.m. Thursday, Aug. 6, preceded by a 5:30 p.m. Executive Board meeting, at 11620 NE Ainsworth Circle #200, Portland.

Iron Workers Shopmen 516

Members meet 6 p.m. Thursday, July 23.

Executive Board meets 6 p.m. Thursday, Aug. 13, at

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

Laborers 320

Members meet 7 p.m. Thursday, Aug. 13, at Joe Edgar Hall, Teamsters' Complex, 1850 NE 162nd Ave., Portland.

Laborers/Vancouver 335

Members meet 7 p.m. Monday, Aug. 3, preceded by a 6:15 p.m. Executive Board meeting, at the Vancouver Labor Center, 2212 NE Andresen Rd., Vanc., Wash.

Laborers 483 Municipal Employees

Members meet 5:30 p.m. Tuesday, July 21, at the Musicians Hall, 325 NE 20th Ave., Portland.

Linoleum Layers 1236

Portland area members meet 6 p.m. Thursday, July 30.

PLEASE NOTE: One week later than customary.

Executive Board meets 5 p.m. Monday, Aug. 3, at 11105 NE Sandy Blvd., Portland.

Portland area members meet 6 p.m. Thursday, Aug. 20, at 11105 NE Sandy Blvd., Portland. **NOTE:** One week earlier than customary.

Meetings are at 11105 NE Sandy Blvd., Portland.

Machinists 63

Executive Board meets 4 p.m. Wednesday, Aug. 5.

Members meet 10 a.m. Saturday, Aug. 8, preceded by a 9 a.m. stewards' meeting.

Meetings are at 25 Cornell, Gladstone.

Machinists 1005

Executive Board meets 4:30 p.m. Wednesday, Aug. 12.

Members meet 10 a.m. Saturday, Aug. 15, preceded by a 9 a.m. shop stewards' training session.

All meetings are at 25 Cornell, Gladstone.

Machinists 1432

Swing and graveyard shift members meet at 11 a.m. Monday, Aug. 10.

Regular membership meets 6 p.m. Wednesday, Aug. 12.

Meetings are at 25 Cornell, Gladstone.

Molders 139B

Members meet 6:30 p.m. Thursday, Aug. 20, preceded by a 6 p.m. Executive Board meeting at the Carpenters Hall, 2205 N. Lombard, Portland.

Operating Engineers 701

District 4 members meet 7:30 p.m., Tuesday, Aug. 4, at the Pheasant Cafe, 149 E. Main St., Hermiston.

District 1 & 5 members meet 7:30 p.m. Thursday, Aug. 6, at 555 E. First St., Gladstone.

District 3 members meet 7:30 p.m. Wednesday, Aug. 12, at North Bend/Coos Bay Labor Center, 3427 Ash St., North Bend.

District 2 members meet 7:30 p.m. Thursday, Aug. 13, at the Comfort Suites, 969 Kruse Way, Springfield.

Painters & Drywall Finishers 10

Members meet 6 p.m. Wednesday, Aug. 19, at 11105 NE Sandy Blvd., Portland.

Website: www.iupatlocal10.org

Sign Painters & Paint Makers 1094

Members meet 3:30 p.m. Monday, July 20, in the District Office, at 11105 NE Sandy Blvd., Portland.

Plasterers 82

Members meet 5 p.m. Wednesday, Aug. 5, at 12812 NE Marx St., Portland.

Plumbers and Fitters 290

Portland area members meet 7:30 p.m. Friday, July 17, at 2020 SW Teton Ave., Tualatin. The following locations will be able to participate remotely in the Regular Business Meeting at 7:30 on the 3rd Friday of every month: Bend, Eugene/Springfield, Eureka, Medford, and Salem.

Astoria area members meet 6 p.m. Thursday, July 23,

at the Astoria Labor Temple, 926 Duane, Astoria.

Brookings area members meet 5:30 p.m. Tuesday, July 21. Please contact Craig Spjut at 707-496-1767 for location information.

Coos Bay area members meet 6 p.m. Tuesday, July 21, at the Coos Bay Training Center, 2nd & Kruse, Coos Bay.

Klamath Falls area members meet 5 p.m. Tuesday, July 21, at 4816 S 6th St., Klamath Falls.

The Dalles area members meet 6 p.m. Tuesday, July 21, at the United Steelworkers Local 9170 Union Hall, The Dalles.

in Kirkland Union Manor II, 3535 SE 86th, Portland.

Delegates meet 10 a.m. Tuesday, July 28, at the Vancouver Labor Center, 2212 NE Andresen Rd., Vanc., Wash.

Lane, Coos, Curry & Douglas

Delegates meet at noon Wednesday, July 22, at the Springfield Training Center, 2861 Pierce Parkway, Springfield.

Salem

Delegates meet 10 a.m. Thursday, Aug. 6, at the IBEW 280 Training Center, 33309 Hwy 99E, Tangent.

METAL TRADES COUNCIL

Portland and Vicinity

Delegates meet 5 p.m. Tuesday, July 28.

Executive Board meets 10 a.m. Tuesday, Aug. 11. Meetings are at IBEW 48 Hall, 15937 NE Airport Way, Portland.

HAPPENINGS

Sunday, July 26th, 2 p.m.: Rally to Save Our Public Postal Service. Main Post Office, SW Hoyt and Broadway. Stop cuts, closures, and delay of mail. www.cpunited.com

Annual AFL-CIO Summer School, Aug. 7-9, University of Oregon in Eugene. For more information or to register, go online to <http://pages.uoregon.edu/lerc/>

Chuck Drake Memorial Guide Dog Dash, Saturday, Aug. 22. Sponsored by Machinists Lodge 63 and IAM District W24, with all proceeds to Guide Dogs of America. For more information, go online to www.iaml63.org

Gebre, Inslee to headline WSLC convention

CENTRAL LABOR COUNCILS

Central Oregon

Painters and tapers training center hires Phelps as new coordinator

Jim Phelps is the new apprenticeship coordinator at the Painters & Drywall Finishers Regional Training Center. He succeeds Bill Regan, who retired (see article below).

Phelps, 45, was the construction and maintenance training administrator at Hawaiian Electric Co., where he oversaw a program of 250 apprentices training to be outside linemen. Prior to that he taught school in Hawaii for nearly 10 years. He left the classroom for a job designing and developing curriculum for the Hawaiian school district. That led to the position at Hawaiian Electric.

"My education path and my construction path, it all came together," he said.

A native of Anchorage, Alaska, Phelps followed in his father's footsteps as a school teacher. "My father was an educator, and he built homes in the summer," he said. "As a kid, I would help him build houses. I learned a lot from him."

Phelps received an academic scholarship to the University of South Dakota, where he earned a bachelor's degree in elementary and secondary education.



Jim Phelps

After college he moved to Hawaii to teach. His brother went with him, and together they co-owned a successful remodeling and construction company.

Phelps recently decided to return to the mainland to accommodate his growing family. During a job search, he saw that the Painters and Tapers apprenticeship program in Oregon was looking for a new coordinator.

"I saw what they were doing here and I was very impressed," he said.

Phelps says he's still in a bit of a learning curve for the painting industry, but it's been made much easier because of the knowledgeable staff that's already in place—office manager Joanne Nordquist, secretary Connie Benson, and full-time instructor Harry Kalin.

"They are fantastic," he said. "I call us the Core 4."

Phelps takes over a 7,440 square-foot training center that features a state-of-the-art blasting booth to teach sandblasting, a full spray booth, and the latest model virtual spray machine, which simulates and scores how well you apply paint to a surface.



New painters and tapers apprenticeship coordinator Jim Phelps gets acquainted with the state-of-the-art training center in Northeast Portland.

Kalin and seven part-time instructors (all journeyman members of Painters and Drywall Finishers Local 10), teach all the nuances of faux finishes, and a couple instructors even teach the lost art of paint color mixing (most of which is now computerized).

On the drywall finishing side there are structural wall mock-ups and rolling modules that

feature every interior angle and curve known.

"I feel very fortunate to be coming in at this time, when this is all coming together," Phelps said. "We have powerful training tools here—things that not many other training centers have. I tip my hat to the JATC board for that."

Phelps says his primary goal will be to make apprentices and

journey workers the best that they can be. The training center offers continuing education classes for journey-level painters and tapers.

"I want to keep this going," he said. "We are never too old to stop learning new skills."

Phelps lives in Vancouver, Wash., with his wife and two children, ages 5 and 2.

Longtime Local 10 member Bill Regan retires as apprentice coordinator

Bill Regan has retired as apprenticeship coordinator for the Painters & Tapers Regional Training Center.

Regan, 62, has been the coordinator since 2002, where he has trained thousands of men and women to be skilled painters, drywall finishers, and reliable workers.

"A good portion of my job was to try to give people a sense of accomplishment," he said.

Some promising apprentices never pan out, he said, while others that you thought would never make it turn out to be stellar.

A graduate of Clackamas High School, Regan joined Painters Local 10 in 1973. He was attending community college to get into the electronics and telecommunications field when he realized he didn't like being inside all the time.

He knew some guys from a neighborhood tavern he frequented in Northwest Portland who were bridge painters.

"They worked eight to nine



Bill Regan

months a year and made lots of money," he said. "That sounded pretty good to me."

Regan worked both in commercial and industrial painting during a time when there were more than 100 union shops. He was active in the union, and in 1992 was elected financial secretary. In that position, Regan was a trustee on both the Painters and Drywall Finishers joint apprenticeship training committees. In those days, the committees leased a building in Northeast Portland to house their training center.

Just a few years prior, in the late 1980s, a poor economy and the rise of double-breasted shops (contractors who bid work both union and nonunion), caused membership to tumble. It got so bad that the training program was forced to shut down. It re-opened a few years later, and thrived in the boom years of the 1990s.

The 100th anniversary booklet of Painters Local 10 credits financial secretary Regan and business rep John Kirkpatrick for overseeing "our miraculous recovery."

As apprenticeship coordinator, Regan oversaw a staff of one full time instructor, four part-time instructors, and an office manager. He was involved in the formation of the Painters Union Management Partnership (PUMP) in 2004 and the accompanying Safety Training Awards Recognitions (STAR) program, which gives bonuses to painters who enroll in continuing education classes.

Regan was active with the apprenticeship coordinators group, where coordinators from all crafts meet regularly to share ideas about training, recruitment, and to discuss other issues and concerns.

Regan also played a large role in the purchase of the current

training center.

"The committees had talked for years about buying a building," Regan said. "But it never materialized."

That changed following the Great Recession of 2008. With the economy in recovery mode and the real estate market still soft, the Painters JATC decided the time was right to buy a building.

"We spent a couple of years looking at commercial property," Regan said. In 2012, a real estate agent showed them a building at 135th and NE Whitaker—just a few blocks from where they were renting space. They bought the building.

Regan said training definitely has changed over the years. Today there are virtual painting machines, and paint is mixed by computers. "Six-dollar-a-gallon paint now costs \$600 a gallon," he said jokingly.

In retirement Regan will spend more time with his wife Carole, and work on his boat and a vintage Austin Healy.

Apprenticeship Open

The Oregon/SW Washington Painters JATC, and the Oregon/SW Washington Drywall Finishers JATC, are accepting applications for new apprentices. Currently there is a shortage of workers in the trades, so finding a job shouldn't be difficult.

The apprenticeship consists of 6,000 hours of on-the-job training, and an additional 432 hours of related classroom instruction. Related training is usually conducted in the evening and on Saturdays, on the apprentice's own time.

Typically it takes three years to complete the program. Apprentices are paid 70 percent of journeyman wages, plus benefits, while they learn.

Applications can be made in person Tuesdays from 9 a.m. to 4:30 p.m. (closed during the noon hour). The training center is located at 13521 NE Whitaker Way, Portland. That's two blocks north of Sandy Blvd., near the Costco store. For more information, call 503-287-4856.

Washington Legislature budget battle nearly closes state government

OLYMPIA, Wash.—Ending a months-long standoff that came within a day of shutting down state government, the Washington Legislature passed a two-year budget June 29 that increases funding for schools and colleges, raises gas taxes to pay for transportation investments, and gives schoolteachers and state employees a raise for the first time in seven years.

It took the regular session plus three special sessions to finalize the budget because of difficulty reconciling the vision of the Republican-led state Senate and the Democratic-led state House. Republicans proposed a budget of \$37.9 billion, and the Democrats

a budget of \$38.4 billion. And one of the differences was that Senate Republicans didn't want to fund public employee raises that Democratic Gov. Jay Inslee had agreed to in collective bargaining.

The final resolution came after rolling one-day strikes by up to 40,000 teachers and a series of lunch-time rallies by members of Washington Federation of State Employees (AFSCME Council 28). Public employee unions—including Washington Federation of State Employees, Teamsters Local 117, Service Employees, Professional & Technical Employees Local 17, HealthCare 1199NW, American Federation

of Teachers-Washington, and Washington Public Employees Association (United Food and Commercial Workers Local 365)—waged a “Public Service Matters” campaign combining protest demonstrations with newspaper and radio ads.

Ultimately, the two sides split the difference with a \$38.2 billion compromise budget. As part of the deal, Democrats dropped a proposal to institute a capital gains tax, something 41 other states have. Washington is unusual in that it has a sales tax and property tax, but no income tax. A union-backed coalition known as Washington United for Fair Revenue supported the capital

gains tax proposal, and also called on lawmakers to close corporate tax loopholes. Legislators did close a few of the loopholes, including preferential business sales tax rates for software manufacturers, for royalty income, and for out-of-state wholesalers. But they extended or adopted other tax breaks, including one for oil refineries.

The compromise budget deal also includes a transportation funding package paid for with a 7-cent gas tax hike Aug. 1, followed by a 4.9-cent hike on July 1, 2016. The increases will raise \$16 billion over 16 years to expand highways and pay for local roads, ferries, maintenance, safety, transit and trails. As part of the compromise, Democrats also dropped a low-carbon fuel standard Inslee had campaigned for. Environmental groups condemned the transportation pack-

age because of that.

The compromise budget passed the Senate by a 39-9 vote. Vancouver Republican Don Benton was among those voting against it, as was Republican John Braun in the 20th District (North of La Center).

State employees will get a 4.8 percent wage increase over the next two years—the first general wage increases for state employees in seven years—plus maintenance of health benefits. Republican legislators earlier threatened to cut health coverage for state employees' spouses.

The stand-off is not unlike the one in 2013, when House Democrats and Senate Republicans fought through one-and-a-half special sessions—and took Washington state government to the same brink before reaching agreement on June 27—three days before it would have shut down.

Who's on our side?

By Tom Chamberlain Oregon AFL-CIO President



Legislature ends with mixed reviews

The 2015 Oregon Legislature has ended, but with mixed reviews. Strong leadership from Oregon's House Speaker Tina Kotek ushered through a package of bills to lift up low-wage workers and address economic inequality.

Paid Sick Days: After passing a strong bill last month, nearly half a million more Oregon workers have access to paid sick time. No one should have to choose between taking care of their health, or the health of their family, and keeping their job. This is an important step forward. While we applaud legislation that gives hundreds of thousands of workers access to paid sick time, it comes at a cost. Senate leadership refused to pass a clean version of Paid Sick Days, and passed a compromise that includes a two-year ban on local governments enacting fair scheduling ordinances that can provide stability and fairness to workers. Such a decision by Senate leadership ignores challenges of workers who must juggle child care, transportation, or are working two jobs when work schedules can change at a moment's notice.

Retirement Security: This bill ensures that every worker in Oregon can plan for a secure retirement after a lifetime of work. Workers now have access to a simple, easy and effective way to save, because everyone should be able to provide security for themselves and their families, regardless of where they work.

Ban the Box: Qualified applicants with prior convictions and arrests are regularly shut out of jobs and not given a fair shot at achieving employment. HB 3025 removes from job applications any reference concerning whether an applicant has been arrested or incarcerated. This practice has long been used to deny thousands of ex-offenders access to a job interview trapping them in a cycle of un-

employment, low wage jobs and in some cases a return to past behavior. Ban the Box legislation is proven to significantly reduce recidivism.

End Profiling: Profiling by law enforcement happens in Oregon, whether it's based on race, ethnicity, religion, national origin, or housing status, and there is no statewide system for reporting. By passing this important bill, law enforcement will be prohibited from profiling, and a system to report unfair profiling will be established, because people shouldn't live in fear and be targeted because of their appearance, country of origin, or religion.

While the 2015 session provided victories for low-wage workers, it failed to raise our minimum wage that currently keeps hundreds of thousands of workers under the federal poverty level. It was a session where Oregon's Senate was an obstacle to passing needed Oregon public employee collective bargaining reform, allowing public employers to unilaterally implement new programs and practices mid-term of a collective bargaining agreement without a fair process to raise concerns. The Legislature failed to pass a crucial transportation package that would have created thousands of jobs by expanding and improving Oregon's aging infrastructure by relieving congestion to increase the state's competitiveness in world markets.

Despite the shortcomings, the 2015 session was an example of the power of unions and community coalitions. The Fair Shot for All Coalition was instrumental in passing key components of a workers' agenda. Thank you for all your efforts.

Tom Chamberlain is president of the Oregon AFL-CIO, a 120,000-member-strong federation of labor unions.

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...Legislature adjourns

From Page 1

OTHER WINS AND LOSSES

Domestic worker bill of rights

Starting Jan. 1, nearly 10,000 nannies, house cleaners, and housekeepers who work in Oregon homes will have a right to three days off a year, meal and rest breaks, and protections against harassment and discrimination. Those living in employers' homes will get eight hours of uninterrupted rest every 24 hours, overtime pay after 44 hours of work, and the right to cook their own meals. Others will get overtime after 40 hours and at least one day off a week. Oregon is the fifth state to pass such a bill, giving domestic workers some of the same legal rights other workers have.

Wage transparency

Employers will be barred from retaliating against workers for disclosing their wages. Such workplace policies can mask unfair wage disparities, including compensation differences between male and female workers.

Increase worker's comp attorney fees

It's gotten harder to get a lawyer when a worker's comp claim is denied in Oregon, because low fees make it hard for lawyers to take cases. But this year MLAC, the management-labor committee on workers' comp, recommended a bill to raise fees in a way that doesn't

come out of a worker's settlement; it passed.

Cannabis workers rights

United Food and Commercial Workers, which has unionized cannabis workers in other states, was able to get workers' rights provisions added to Oregon's new law regulating the newly-legalized cannabis industry. A section of the new law guarantees cannabis workers the right to unionize, and makes it an unlawful employment practice to retaliate against workers for that. It also lets the Oregon Liquor Control Commission set merit-based criteria for issuing or renewing licenses, including whether an applicant offers employees living wages and benefits.

Wage theft

The Oregon Coalition to Stop Wage Theft, a coalition of eight unions and 29 faith and community groups, teamed up with Labor Commissioner Brad Avakian to push bills cracking down on employers who violate wage and hour laws. They had almost no success. Associated Oregon Industries and Associated General Contractors tarred the bills as "job-killers." Just one bill passed, allowing the Bureau of Labor and Industries to garnish employer accounts to enforce wage orders.

Employer health insurance

The Oregon AFL-CIO's "health-care accountability" bill would

have penalized large employers whose employees end up on publicly subsidized health care. No state has done this so far.

Scheduling abuses

A landmark San Francisco ordinance puts a halt to abusive scheduling practices like giving workers little notice of schedules, making last-minute schedule changes, requiring workers to be on-call, and sending workers home early when sales are slow. No one thought Oregon lawmakers would be as bold as San Francisco, but advocates dipped a toe in the water with bills giving workers the right to ask for predictable schedules. Instead, the Legislature went the other way, passing a two-year moratorium on local jurisdictions taking action on scheduling. That anti-worker move was led by State Sen. Chris Edwards (D-Eugene), who got it attached to passage of the sick leave measure.

BUILDING TRADES

Every year, the Oregon State Building and Construction Trades Council goes to Salem to advocate for public infrastructure investment, help clear obstacles to private construction projects, and protect and expand the requirement to pay the prevailing wage to workers on construction projects that spend public money. Building Trades executive secretary-treasurer John Mohlis State ended this year's session more aggrieved

than celebratory. Mohlis called it "almost inconceivable" that lawmakers would leave without passing a transportation bill, and says a needed renovation of the State Capitol won't get easier or cheaper just because lawmakers kicked that down the road. Still, lawmakers did approve hundreds of millions in new infrastructure spending, and passed union-supported fixes to past tax and prevailing wage legislation.

Clean fuels

Oregon's Low Carbon Fuel Standard, also known as the Clean Fuels Program, was first approved by the Legislature in 2009, and needed to be re-approved in 2015 in order to go forward to implementation after six years of research. The bill had the backing of the building trades, as well as AFSCME Local 3336, which represents Oregon DEQ. The plan is to reduce the carbon needed to make transportation fuels by 10 percent over the next 10 years. It's likely to create jobs: Salem's SeQuential Pacific Bio-Fuels is expanding its refinery capacity by 20 percent, and Fort Collins, Colorado-based Red Rock Biofuels is pursuing permits to construct a new \$200 million plant in Lakeview.

Convention Center hotel

A new law makes it clear that the Metro regional government has the authority to finance construction of a convention center headquarters hotel.

Flaggers

A new law backed by the Laborers requires construction flagging contractors to get a license and show that they're bonded and carry insurance.

Solar arrays

A bill to incentivize utility-scale solar installations of up to 300 megawatts was backed by IBEW, but failed to pass. IBEW Local 48 political director Joe Esmonde thinks lawmakers balked at the price tag.

4-cent gas tax increase to fund road improvements

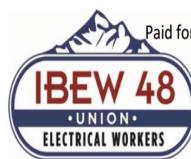
Because cars are more efficient than they used to be, Oregon's gas tax isn't keeping up with the need to maintain roads. The state gas tax is currently 30 cents per gallon, and hasn't increased since 2011. Lawmakers put together a plan for two 2-cent increases. [Any more than that, and the trucking industry and AAA threatened to campaign to overturn it with a ballot measure.] The tax increase — plus higher vehicle fees —

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...Legislature adjourns

From Page 7

HEALTH CARE

would have generated \$343 million for roads. But the plan needed some Republican votes because of Oregon's requirement that tax increases pass by a 3/5 supermajority. Republicans decided to hold the transportation package hostage in order to get Democrats to repeal the Clean Fuels program. Democrats balked, and stalemate resulted.

☒ \$337 million State Capitol renovation The State of Oregon has spent more than \$30 million planning a renovation of the Capitol building — a four-year \$337 million project. But the project didn't get the green light from lawmakers.

PUBLIC SECTOR

☒ A deal's a deal In 1995, a Republican-led legislature rewrote Oregon's public employee collective bargaining law to reduce union power. Twenty years later, public employee unions are still trying to get Democratic majorities to undo the damage. One example is "expedited bargaining." A public employer like the City of Portland can sign a union contract, then come back soon after and say something new has come up, and unilaterally impose new terms — over union objections — after 90 days of desultory "expedited bargaining." Oregon AFSCME and Oregon School Employees Association pushed a bill to require binding arbitration in such cases if the two sides couldn't agree. It passed the House 32-25. In the Senate ... it couldn't get a floor vote.

☒ Right to unionize The Oregon State Bar is a quasi-public agency that polices misconduct by lawyers. Should its staff have the same right as other workers to unionize? Oregon House Democrats thought so, and approved a bill to make the Bar subject to Oregon's collective bargaining law — on a party-line 35-25 vote. In the Senate, it died in committee.

☒ Improvements for crisis unit workers Oregon's Stabilization and Crisis Unit is a network of 23 secure group homes where about 250 AFSCME-represented staff work with sometimes violent adults or children with intellectual or developmental disabilities who are deemed a risk to the public, themselves, or fellow residents. AFSCME was able to pass a bill this year to allow the staff the same early retirement benefits that police and fire fighters get, and another bill creating a task force to improve staff safety.

☒ Hospital staffing ratio SEIU and the Oregon Nurses Association did win a set of improvements to a nurse staffing ratio law. The 2001 law requires hospitals to have a minimum staffing plan developed by a joint committee of nurse managers and direct care nurses. Now, that

committee will have a position for a CNA or LPN too, and at unionized hospitals, the direct care nurses will be selected by the union. Also, committee meetings will be open to hospital staff and to union reps. Health care providers will also get at least 10 hours off after working 12 hours in a 24-hour period. And nurses

will be allowed to refuse to work overtime if they believe that would jeopardize patient or employee safety.

ONLINE EXTRA

For even more bills, plus links to see how your reps voted, visit the online version of this article at: <http://bit.ly/1JfEACk>



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