



Insider Newsletter

August 2023

Updates from your Local 18 Board

Keeping You Posted

Outdoor Gym at JAO

Coming 2024



Did You Move?

Email us at membership@afscme36.org! For you to receive election ballots to vote, AFSCME needs your current address.

Union Stewards

We are seeking to have union stewards at every facility. A union steward represents and defends the interests of fellow employees. Interested in being a union steward? Contact our union representative Luis Schmidt at luis@afscme36.org.

Help Us Do Better

Join our employee union AFSCME and help us represent you better. Sign up using the online form: <https://www.afscme36.org/membership-form>

Have a Safe and Happy Labor Day!

Observed the first Monday in September, Labor Day often means barbeques and the end of summer for many of us. But, did you know, the Labor Day holiday was created after lobbying by unions and activists to recognize the contributions workers?

The day off was first supposedly proposed in 1882, by Peter J. McGuire, general secretary of the Brotherhood of Carpenters and Joiners and co-founder of the American Federation of Labor. Other records suggest that machinist Matthew Maguire, later the secretary of the International Association of Machinists in Paterson, New Jersey Local 344, proposed the holiday. Regardless of who made the proposal, the first Labor Day was celebrated by both McGuire and Maguire in New York City that year.

On June 28, 1894, after several states had adopted the holiday years prior, Labor Day was officially made a national holiday. Thank you to the hardworking union leaders with helping us fight for this day off!

Salary Inequity Results

Leveraging our supporters on the Sanitation Districts Board, we were able to negotiate with management and win salary increases for the following positions:

Position	Increase
Laboratory Technicians I, II	8.25%
Asset Management Technician I, II, Lead	2%
Purchasing Assistant	5.75%
Senior Power Plant Operator I	5%

These were the highest inequity results ever for our members. The value of working united as a union has proven itself once again.

Executive Board – Contact Us! afscme.local18@gmail.com

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Glenn Acosta

Vice President
Patricia Hsia

Secretary
Mischelle Mikulas

Treasurer
Margott Hinostraza

White Collar
Cristina Rocha

Tech Support
Jose Mendoza

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Professional
Dave Walbeck

Professional Supervisory
Ted Brodeur

Energy Recovery
David DeVase

At Large
Basil Hewitt
Rebecca Urac
Dwain Tucker

AFSCME Representative
Luis Schmidt
luis@afscme36.org

Town Hall Meeting

Thank you to everyone who was able to attend our August 15th Townhall Meeting. For those who were unable to make it, a recording is available at: [AFSCME Meeting Aug 2023.mp4](#)

In the Workplace: LED Light Concerns

Many workers at the Joint Administration Office (JAO) have been adversely affected by new lighting installations. A 3rd party consultant has been hired to assess the impacts of the new lighting. Please let the Union Board know if you have had a similar experience with lighting or other workplace hazards at your worksite.

Success Story: Fixing a Deferred Compensation HR Mistake

After several weeks of waiting for a response from HR, a member approached AFSCME for support that resulted in a positive outcome. The member had a disagreement with HR on when a change was made for deferred compensation contribution. HR claimed that the submission date was after the monthly deadline. After supplying HR with an image of when the change was made and having a meeting discussing the matter, HR agreed that the submission was before the deadline and corrected the contributions, resulting in the member obtaining the \$1,300 owed.

AFSCME Members Exclusive Offers

Local 18 members can save money with exclusive benefits. Recently a member was able to save money on a home refinance. Please visit: <https://afscme.org/member-resources/afscme-advantage> for additional information on exclusive benefits.

Hourly Representation

Conversion of hourly to monthly employees has been added to the Personnel Committee Board Meeting agenda for September. We are working hard to get everyone the same rights and worker protections!

Committees

Special committees are hard at work for you. Please reach out to committee chairs **Jose Mendoza** (Constitution), **Rebecca Urac** (Improvements), **Dwain Tucker** (HR Audit), and **Steve Sealy** (Salary Survey) with your comments and suggestions.

Grievances

Technical Support:

Lost vacation hours

Supervisory:

Out-of-class pay – Arbitration on 8/17.
Closing briefs due end of September.

White Collar:

Comp time – Resolved!

Reminders

You may be eligible for safety boots and safety glasses reimbursement.

As we approach the end of the 3rd quarter, it's almost time to review vacation hours. Keep an eye out for buyback sheets.

White Collar, Technical Support, and Energy Recovery Units:

1. Are up for contract negotiation with management in 2024 – Please contact your unit director to provide input.

Professional, Professional Supervisory, and Supervisory Units:

1. Must submit documentation for Wellness Incentives once per calendar year.
2. Have 40 hours of personal leave from their current sick leave per calendar year. Please check your most recent monthly Time Report to confirm that your personal leave says 40 hours minus the hours you have already used this year and contact IT if there is an error.
3. 3% 457 Deferred Compensation Plan Match changes need to be made on the last day of the previous month by 1:00 PST to be in effect for the next month.