



FROM THE PRESIDENT

Together, we were strong enough and determined enough during contract negotiations to fend off unfair and costly salary provisions and to secure more advantageous benefits for our members. Together, as a strong and populous union, we will ensure that our retirement security will be protected now and into the future. Today, nearly 75% of the employees in the Professional, Professional Supervisory, Supervisory, Technical Support, White Collar and Energy Recovery units are AFSCME members, with a dozen more having joined us since the beginning of this month. We invite all of you who are not yet members to please contact me or one of the representatives listed to the right for a union card. Join us. Together we are stronger.

MISSION ACCOMPLISHED

Last month, the Sanitation Districts' Collective Committee approved our request to exempt PEPRA employees from unfunded accrued liability (UAL) payments to CalPERS. PEPRA employees will avoid paying 0.5% of their salary to CalPERS next year and any additional UAL payments through the end of our contract, which ends in 2022. This culminates over two years of negotiations with management and direct lobbying to our Board of Directors. We did it as one collective voice, over 800 employees strong.

OUR NEW WEBSITE

In 2020, we will be developing an AFSCME Local 18 website. Our goals are to provide meaningful information to our members and show our ratepayers and Board of Directors the value and cost-effective service we provide. We want your input. Please participate in the Website Ad-Hoc Committee, which will be formed in early 2020. Information on this ad-hoc committee will be coming soon.

RETROACTIVE COLAS

For the past few months, the Human Resources and IT Departments have been working on calculating the retroactive pay for the COLAs withheld since 2017 for each Districts employee using the computer system. According to Human Resources, additional testing is needed after Oracle completes their end-of-year patching of their software system. This means payments won't occur until early 2020.

WHAT'S NEXT

- **Subcommittees** – Want to be part of the decision-making? Consider volunteering on one of the subcommittees. Please contact Earle Hartling at ext. 2806 for more information.
- **Annual Contract Reopener** – Once a year, we get to discuss labor issues with management. Our first contract reopener will occur in May 2020. As we approach that date, we will seek input from members on what they would like addressed.
- **Dues** – Effective January 1, 2020, union dues will increase by \$1.10 to \$42 per month.

BOARD OF DIRECTORS

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Basil Hewitt, Prof. Supervisory Unit

Dwain Tucker, Professional Unit

Rebecca Urac, Technical Support Unit

TERMS OF OFFICE & ELECTIONS

Professional Supervisory, Technical Support and Energy Recovery Unit Directors and two At-Large Director positions will be up for election in 2020.