



INSIDER NEWSLETTER

Association of Sanitation Districts Employees
American Federation of State, County and Municipal Employees

FROM THE PRESIDENT

Brothers and Sisters,

July 1st is upon us. When you think of July you might think of BBQs with friends and family, fireworks, or even the oppressive 100-degree weather. But I think of the **3% Cost of Living Adjustment (COLA)** brought to us by the hard work of our union negotiating teams! (Oh, yeah, and BBQ)

While your Board of Directors strives to keep our members aware and up to date with all that we're doing on your behalf, some actions require us to occasionally act "behind the scenes." We'd now like to bring you up to speed on three such items, the "telework" program, salary inequities and a PERB case regarding a terminated member.

As always, you are encouraged to contact either your unit representative or me directly if you have any questions or concerns.

SUCCESSFUL TELEWORK NEGOTIATIONS

A few months ago, we began hearing that some Department Heads were telling their staff that we would be going back to work in the office full-time this summer and that there were claims the union was holding up negotiations on teleworking. With this in mind, the union approached HR in mid-April to initiate discussions, while simultaneously preparing our own proposal. This proposal, which we presented at our first meeting with HR on May 3rd, included a MINIMUM of 2 days of telework per week.

Management countered with a MAXIMUM of 1 day of telework per week, with some serious requirements regarding home office set-ups and a limitation on where one could telework. Their counter also provided employees on a modified 9/80 work schedule a MAXIMUM of 1 day every other week, and no telework options for those working a 4/10 schedule. Finally, all new employees hired after July 1st would have to wait 5 years before they could be eligible to even apply for the telework option.

July 2021 Issue

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During several more meetings with Management over the following 6-7 weeks, we were able to soften or eliminate some of the language in the original draft policy, such as allowing for alternative telework locations beyond your primary residence. We were able to get up to 2 days of telework per week and the service requirement down to 2 years for new hires. However, Management still insisted that a majority of the days in the workweek must be scheduled in the Districts' offices, meaning those who took advantage of teleworking AND modified workweek would have to give up 1 telework day in weeks with an RDO. Management also insisted that Department Heads have the final word when determining eligibility for teleworking, meaning some of our members will still not be able to take advantage of this program, despite successfully teleworking for the past 15 months.

While not everything we had wanted, the Telework Policy is a huge advancement from where any of us thought we would be prior to start of the pandemic. Undoubtedly, further improvements to this policy will come about with future negotiations.

SALARY INEQUITIES

Our MOUs provide for negotiations to take place in May to discuss any salary inequities that might exist in any of the job classifications with our 6 Bargaining Units. Both the Union and HR put a number of inequity proposals on the table and, while we didn't get everything we asked for, inequity adjustments will be made for several job classifications, including Customer Service Supervisor, Supervising and Senior Systems Analysts, Programmer Analysts I and II, and Supervisor of Design Technology.

SUCCESSFUL PERB OUTCOME

Local 18 filed an Unfair Labor Practice Charge with the Public Employees Relations Board (PERB) in support of a Districts' employee who was terminated based on GPS data from their Districts' vehicle. The Administrative Judge found that Districts' Management acted in bad faith by not meeting and conferring with the union before using GPS as a disciplinary tool, among other bad faith acts. The judge ordered the employee restored to their former position, with full back pay and benefits, along with 7% interest on those amounts. While this case is going to appeal before the full PERB Board and, therefore, the final outcome is not yet certain, it demonstrates that your union will stand with you against unfair labor practices and shows management that we will never again take such things lying down.

QUARTERLY MEMBERSHIP MEETING

While it would be great to be able to gather all the members AFSCME Local 18 in one place to share your questions, concerns and expectations with your Board of Directors, the pandemic and our scattered locations work against that. So, moving forward we'll be having quarterly membership meetings via Zoom, with our first meeting taking place on Thursday, July 22, 2021, after work at 6 pm. The Zoom meeting login information is below:

<https://us02web.zoom.us/j/84853876246?pwd=WnB5M3lqc2dnTGVLyU8wNDZHZG1DQT09>

Meeting ID: 848 5387 6246

Passcode: 592381

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