



# Insider Newsletter

MARCH 2023

## EXECUTIVE BOARD

### President

Glenn Acosta

### Vice President

Patricia Hsia

### Secretary

Mischelle Mikulas

### Treasurer

Margott Hinostroza

### White Collar

Cristina Rocha

### Tech Support

Jose Mendoza

### Supervisory

Steve Sealy

### 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](mailto:luis@afscme36.org)

## PRESIDENT'S MESSAGE

This year, two items we negotiated will take place. First, a consulting firm (Baker Tilly) will conduct an audit of the HR department that will include comparing our promotions process to other agencies. Later this year, another consultant will conduct a salary survey for job classifications in the professional, professional supervisory, and supervisory bargaining units.

In 2024, the white collar, technical support, and energy recovery bargaining units will have their negotiations with management. In preparation for this negotiation, we formed an Improvements Committee. Feel free to reach out to the committee chair, Rebecca Urac, at [rurac@lacs.org](mailto:rurac@lacs.org) to share what changes you want in your benefits, workplace, etc.

Our next town hall will be on March 14<sup>th</sup> at 12 pm.

Respectfully,

*Glenn Acosta*

## NEW BOARD MEMBERS

Let's welcome our newest board members Patricia Hsia (Vice President), Cristina Rocha (Director), and Ted Brodeur (Director). Returning as Directors are Jose Mendoza, David DeVase, Dwain Tucker, and Rebecca Urac after their election victories. Congratulations to all. And thank you to those who previously served.

## MAY REOPENER

In May, we get to petition HR on salary inequities, meaning that our specific position is underpaid compared to other similar agencies. This is otherwise called the "May Reopener." This year only the white collar, technical support, and energy recovery bargaining units are eligible for the *May Reopener* because the three other bargaining units are getting a third-party salary survey.

When comparing your job and salary to that of another agency you will need to show:

- The job descriptions are a near match.
- The levels are comparable (e.g., non-supervisory to non-supervisory).

## MAY REOPENER (CONTINUED)

- Comparable agencies are used in the comparison, which are the City of LA Sanitation (LA San), Metropolitan Water District of Southern California, LA County Public Works, OC Sanitation District, LA Department of Water & Power, and OC Waste & Recycling.

If you can show you have a salary inequity, contact the director of your bargaining unit (shown on the front page) and our union representative Luis Schmidt at [luis@afscme36.org](mailto:luis@afscme36.org). Salary inequities must be submitted to HR prior to May 1.

## CURRENT GRIEVANCES

The technical support bargaining unit has a grievance about lost vacation hours. The supervisory unit has a grievance regarding out-of-class pay for an employee.

## UNION STEWARDS

We are seeking to have union stewards at every facility. A union steward represents and defends the interests of his or her fellow employees. Interested in being a union steward? Contact our union representative Luis Schmidt at [luis@afscme36.org](mailto:luis@afscme36.org). We will email a list of the union stewards for each facility in the upcoming days. AFSCME District Council 36 will be hosting steward training on March 18 and 19 at the Vernon office. RSVP to [luis@afscme36.org](mailto:luis@afscme36.org) and [joniesha@afscme36.org](mailto:joniesha@afscme36.org) if you are interested.

## HAVE A SITUATION?

Let us help. Whether it's about your rights, benefits, CalPERS, workplace issues, we will look into it and give you AFSCME's perspective. Contact your union steward or the director of your bargaining unit.

## DID YOU MOVE?

For you to receive election ballots to vote, AFSCME needs your current address. If you moved, please email the director of your bargaining unit. We will be looking into developing an online form for updates.

## 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>.