



Insider Newsletter

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PRESIDENT'S MESSAGE

After months of negotiation, we reached a tentative agreement (TA) in early May. It's the best financial package I've seen in my 25 years at the Districts. A big thank you to our negotiation team.

All three bargaining units (professional, supervisory, and professional supervisory) overwhelmingly ratified their TAs with over 90% of members voting in favor. Next, the Personnel and Collective Committees and the District No. 2 Board need to approve the agreements. I'll keep you posted on the approval status.

We'll pass on what we learned to the next negotiating team, which will manage negotiations for the other three bargaining units (energy recovery, white collar, and tech support) in 2024.

As we look forward, PEPRA employees will someday run our agency and comprise all our membership. To my PEPRA colleagues, let's start molding the future today. Participate. Innovate. Lead. Help AFSCME make the changes you want in the workplace.

Finally, the virtual town halls were well received by our members. I intend to do more of them. Our union board members and I need to hear what is important to you. We also created a Local 18 group text so we can text the latest news to your cellphone (see next page). 2022 is the beginning of change for the better.

Respectfully,

Glenn Acosta

A LOOK AHEAD

Once the TAs and MOUs are approved and in effect, our focus will turn to forming the following committees:

- *Union Constitution Committee.* This committee will take a close look at our bylaws and make recommendations for changes. [2022]
- *Improvements Committee.* This committee will look at what areas in the MOU need change or improvement. This effort will help in the next negotiation. [2023]

- *Salary Survey Committee.* This committee will oversee the third-party consultant's work on the salary survey. [2023]
- *HR Audit Committee.* This committee will oversee the third-party consultant's work in comparing our promotions process to other agencies. [2023]

We need volunteers for these committees. Unless we hear from you, we won't know it's an issue.

M A Y R E O P E N E R S

As part of our MOUs, each May, the bargaining units get a chance to present salary inequities to management. The energy recovery, white collar, and tech support bargaining units have begun that process.

L O C A L 1 8 G R O U P T E X T

AFSCME created a Local 18 group text where we can text the latest news to your cellphone. It's a text blast, not a chat forum. To sign up, text Local 18 to this number: 237263. Stay up to date.

R E M I N D E R S

Wellness forms are due by May 30. Reimbursement money is available for safety boots. The COVID self-screening policy remains in effect.

H E L P U S D O B E T T E R

Join our employee union AFSCME and help us represent you better. Sign up using the online form:

<https://www.afscme36.org/membership-form> .