

## ***President's Message***

### *Two Years In The Woodshed (a jay morgan reality show)*

Why is Local 2019 on the verge of filing a lawsuit against EBMUD? The issue is contracting out; specifically state law from the Public Utilities Code (aka the MUD Act), which requires EBMUD to create and fill sufficient civil service positions to carry out District functions and prohibits contracting out unless District forces cannot satisfactorily perform such tasks.

Local 2019 contends groundwater sampling work and CEQA/EIR work are core District functions that need to be done by District forces. Expect future battles to take place involving the contracting out of geotechnical work where there seems to be little desire by management to develop in-house expertise.

Why should this matter to you? Do you like having job security and getting a paycheck every two weeks? Cool, because without these restrictions on contracting out, we become "at will" employees. That would mean all of us, engineers, admin folks, ISDers, construction inspectors, graphic artists, drafters, etc. could be laid off for any reason since EBMUD would have no legal requirement to have core functions performed by "in house" staff.

How many of you voted for Arnold and think he's a good politician, a breath of fresh air? Dig this, he and his allies have been floating the idea of having a state ballot initiative that would remove all restrictions on contracting out for public agencies. If that were to pass, you can kiss the MUD Act protections good-bye and hope to hell you don't give your manager/supervisor any reason to downsize your job.

**(Continued of page 2)**

The General Membership meetings are held on the 3rd Tuesday of every month.

### **Next General Membership Meeting:**

Tuesday, July 19, 2005 - 5:30PM

Administration Building – Training Resource Center

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**AFSCME**  
*in the public service*

## ***President's Message (can't)***

Following politics is a disillusioning pain in the ass. There's plenty of corruption in both major parties and it's more enjoyable to put your energy into American Idol or Survivor or the local baseball teams but do so at your own peril. Like the people of Kansas, we all have the potential if uninformed to commit economic suicide at the ballot box.

Getting back to the local scene, I hope you have saved up one week's net pay for your 2007 contract negotiations personal strike fund. You have about 22 months to save up the second week of net pay. I cannot see any job action (where 2019 is united with 444), if needed, lasting more than two weeks.

Finally, how many of you were ticked off about only getting a 2% pay raise recently? (You voted to lower the floor from 3% to 2% in settling the controversial 2003 contract.) You might be interested to know that senior management's proposed rate increases for 2007-2008 and the following two fiscal years only call for annual hikes of 2.7%. These rate increases would take place after the 2007 contract negotiations with Local 2019. Last year, the rate increase was 3.75% but only translated into a 2% salary increase for you. If this relationship holds up, you can look forward to 0.95% annual salary increases under the new contract.

How can you prevent these bad things from happening? By becoming motivated, upset, angry and active in YOUR union and in state and local politics! Without the support of rank and file, union leadership has little to no power.

Jay Morgan

President - AFSCME Local 2019

## ***Did you know?***

...that two of the factors in the District's decision to raise rates for our customers are "skyrocketing health costs" and "retirement system increases"? It's good to know that management is assigning part of the blame for the increase on current and former employees.

...that it's against Section 8.2 of our Contract (as well as state and federal law) to not pay overtime to hourly wage earners? It's highly unlikely that any District department would break this law—as unlikely as someone stealing a District backhoe and using it to try and rob a bank's ATM.

...that the next round of contract negotiations are less than two years away? It's not too early to provide our Union leadership with ideas for bargaining issues. Go to [www.afscme2019.org](http://www.afscme2019.org), select "Contact Us" and click on the "Confidential Feedback" link. Let leadership know what you want and they'll let you know if your suggestions can be incorporated into the Union's negotiation strategies.

## ***Other Views on April's President's Message***

### A Reality Show or Magic Show?

I must admit when I read the "President's Message" in the March-April On Tap, my first response was glee. I love nothing more than arguing politics and especially responding to gratuitous Republican bashing. The facts speak for themselves: President Bush's foreign policy is working. As much as Liberals and Democrats wish it were otherwise, Iraq is forming a representative government and the entire Middle East is moving in a positive direction: Syria is leaving Lebanon, Egypt is reforming its election process, even Saudi Arabia holding local elections (a first). The European press is begrudgingly giving credit to President Bush. Domestically, President Bush's agenda is moving this country forward with high GDP growth, low interest rates, low unemployment, low inflation and reduced incomes taxes.

But the story is not about Democrats or Republicans. The real story should be "Why are we discussing political parties in a 2019 newsletter?" Have all 2019 issues been resolved? Have we no contracting out issues? Have all the vacant positions been filled and every department is no longer understaffed? Have all grievances been settled and does every 2019 member have a trained Shop Steward ready to assist them? Do we have a plan for contract negotiations in 2007? Unfortunately that is not the case. We continue wasting the local's limited time and resources discussing matters that are of little immediate concern to 2019. What's next? Will our newsletter start devoting column space to write about the advantages of Catholicism over Judaism? Or maybe articles on why Polygamy is better than Monogamy?

One would almost think that the intent of the article was a type of "sleight of hand", and that this was nothing more than a way to divert our members' attention away from the real problems facing 2019. Let's stay focused on those things we can all agree on, such as making EBMUD a better place to work, with fair and equitable treatment for all our members.

Respectfully,

Kevin Hangman  
Member, Executive Board  
AFSCME Local 2019

## ***Other views, (con't)***

In response to the article found on the front page of the March-April 2005 On Tap written by Markos Moulitsas Zuniga:

As a member of Local 2019 I am totally insulted by the remarks and comments written in his very biased article. I haven't seen any political party without faults, but to attack a party with such evil remarks is downright wrong. And the fact that our Union would put this trash for all of us to read as if it is the truth is also wrong. I know Republicans and Democrats that work side by side here at the District and never once have I ever heard the name calling and evil remarks stated in this article. As misguided as some of our political leaders maybe and with all their real faults that we deal with, I totally disagree with a statement that the Republicans are anything even close to the Taliban/Al Qaida/Hezbollah/Jihadists of the world. And to speak as the voice of the Democrats as if they all feel the way, what this misguided liberal lawyer article writes is also wrong. I do not feel the majority of Democrats would ever speak such hatred as was written by Mr. Zuniga.

This article has so many evil and hate messages within it, but I feel that I have to address a few of them because they are just flat-out lies. The fact that "Republicans get hysterical over football-game nipples", so we are lead to believe that Democrats are perfectly OK with a woman's clothing being torn off during primetime TV. And that Republicans "embracement of torture"--come on, no one can be that dumb to believe all this trash. And the last statement that I will address (not that I couldn't spend all day trashing this article) is the one that Republicans hate terrorists because they're Muslim. Now the author of this article is just plain stupid or he feels that we are just a bunch of sheep and believes everything he writes. I don't know about you and you probably don't know about me, but statements like that are just plain hateful and misguided. I feel that I need to stand up for what I believe, and make a stand against hate moguls. The On Tap is no place for hate articles towards people or beliefs. I have always kept an open mind when I go to the polls. I will vote for the person and not the party. We all will have a choice to change our political views during election time and vote for what we believe will be best for our country at the time. And to feed into this evil name calling and have it published with our union dues is disgusting. Please feel free to reprint my email as I feel there are a lot District employees that feel the same way that I do.

Chuck Detzel

Network Analyst III

# ***AFSCME P.E.O.P.L.E. Conference Report***

From April 30 to May 3, 2005, I attended my first AFSCME/Annual California PEOPLE Conference. For me, most of the next three days was a new and insightful experience.

Though I arrived and checked myself into my room on Saturday night (4/30/2005), I registered for the Conference the next morning. The whole day was filled with meetings, sessions, and discussion groups on challenges the Union is facing and how to mobilize members. Each group came up with some very good ideas. We were also welcomed by Willie Pelote, AFSCME Dept. of Political Action; Rich Cabral, AFSCME PEOPLE Steering Committee Chair and President of Council 57; both gentlemen, I want to add, are extremely good speakers (being a Toastmaster, I was very impressed).

Monday, May 2<sup>nd</sup>, we listened to speakers Bill Lucy, Secretary-Treasurer of AFSCME International; Fabian Nuñez, Speaker of the Assembly (CA Legislature); and Don Perata, Senate President pro Tempore (CA Legislature). There were some By-Law changes and issues regarding 50 cents a month per member – but by delegation vote; which was an overwhelming yes.

Then we prepared for lobbying, which personally made me a little nervous. When we got to the Capital there was first a press conference regarding “Paycheck Deception” (which I also got to see on the news in my hotel room that night). Then we split up into little groups to visit different state senators and assembly people to ask questions and find out what their agenda was and if it was the same as ours. My group met with the aides of state Senator Mike Machado (D) and Assemblyman Guy Houston (R), both of whom happen to be my representatives. Mr. Houston’s aide actually seemed to agree with us on pensions. We also met with state Assemblypersons Loni Hancock (D), Johan Klehs (D), and Lois Wolk (D). Most seem to agree with us on the same issues, except for Ms. Wolk. We were in her office with members from home-care union members and when we started to ask more questions about her bill to privatize East Bay park jobs to non-profit organizations, she cut us off and told us it was time to leave (we were in her office 13-15 minutes).

The whole conference experience was very enlightening and I found there was no need to be nervous at all. In the evening, there was a reception with more representatives and then we enjoyed a banquet with more speakers and dancing.

The next morning, we listened to more speakers during breakfast, there was more voting about money for PEOPLE and the conference came to a conclusion before noon. All in all, I am very glad I attended this conference and I learned a lot. It also confirmed my conviction that I have to stand up for what I believe and stand up against what I oppose. I can no longer keep silent as I have for so many years. On May 25, I attend my first rally willingly (instead of being resentfully dragged by my older brother – in the 60’s).

Submitted by Vinella Garcia

P.O. Box 71288  
Oakland CA 94612-7388

E-mail:



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[WWW.AFSCME2019.ORG](http://WWW.AFSCME2019.ORG)

*To promote the welfare of the membership and to provide a voice in the determination of the terms and conditions of employment. We are committed to the process of collective bargaining as the most desirable, democratic, and effective method to achieve this. Both as union members and as citizens, we shall employ available legislative and political action.*

*To unite the Clerical, Technical, Service and Inspection, and Professional employees of EBMUD into a single cohesive labor union.*

DISCLAIMER: Any opinion expressed by a contributor about a controversial subject is to be considered his/her own personal opinion, not the opinion of Local 2019 as a whole and should not be considered as an endorsement.

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## *Upcoming Events*

The Executive Board meetings are normally held on the 1st Tuesday of every month.

**Next Executive Board Meeting:**

Thursday, July 7, 2005 - 5:30 p.m.

Administration Building - 7th Floor Conference Room