

# **ON TAP LOCAL 2019 UNION NEWS**

**FIGHTING FOR OUR JOBS**

**FEBRUARY - MARCH 2006**

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

For those of you that weren't able to attend the 'it' event of 2006 and by 'it' I mean the hottest selling ticket at the District...The Local 2019 New Years Party, I started what I hope will become a regular item at the annual event...A State of the Union Address. Here is a brief recap:

Did you know that of the 1,911 employees at EBMUD, 717 are members of Local 2019; that's 38% of the work force. When you add the 706 folks represented by Local 444, almost **75%** of the District bleeds AFSCME green. That's a pretty significant number, especially with 2007 negotiations just around the corner. Speaking of 2007, it's always a good idea to have a least one month's salary on hand...if you started today, you'd need to save approximately 1/30<sup>th</sup> of your bi-weekly paycheck.

### **Some of our successes during 2005:**

- Thanks to the hard work of our budget committee (Jay Morgan, David King, Marcell Hall and me), I'm happy to report that our 2006 budget is a balanced budget! Which means no dues increase!
- We held our first ever voter registration drive at the NAB and AMC!
- We successfully negotiated a change to our compensatory time language that resulted in the ability to roll over up to 75 hours of comp time each year allowing for a total of 150 hours on the books!
- As part of the Customer Services Integration Project meet and confer, we negotiated a 10% raise for the Telephone Radio Operators!
- Pat Patrick, our Chief Steward, vigilantly fought injustice throughout the District including successfully arguing a 5-day suspension into a 5-day paid vacation!

**(continued, pg. 2)**

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

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

Tuesday, April 18, 2006 - 5:30PM

Administration Building – Training Resource Center

Inside this issue:

<b>President's Message</b>	<b>1-2</b>
<b>AFSCME Political Rebate</b>	<b>2</b>
<b>Contracting Out Committee Update</b>	<b>3</b>
<b>Sick and Tired of Being Sick and Tired</b>	<b>4</b>
<b>Newsletter Article Guidelines</b>	<b>5</b>
<b>Upcoming Events</b>	<b>6</b>



**AFSCME**  
**in the public service**

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

### **How can YOU help?**

- Get involved...Attend our monthly membership meetings (third Tuesday of the month).
- Elections are on June 6 (Primary) and November 7 (General)...Voter Registration begins in April... Volunteer to register folks to vote, phone bank or precinct walks.
- Local 2019 elections are in June...run for office.

And finally a big thank you to Holiday Party Committee...Rachel Garza and Karen Biber. The food was great! The music was great (Thank you Joey Smith)! The whole damn party was great!

Speaking of successes...A big round of applause to the many engineers who stepped up to help the Contracting Out Committee successfully fight to keep the Gateway Montenara/Baseline Laguna project in-house! Read more about it in the *Contracting Out Committee Update* article.

In Solidarity,

Mark Foley

President – AFSCME Local 2019

## ***AFSCME Political Rebate***

### **ELIMINATE THE SOURCE OF THE PROBLEM**

Watch out everyone, it's an election year and you don't want to be trampled by politicians running around with their hand out, looking for union contributions. Never a pretty sight, but after all the recent news about corrupt lobbyists and crooked politicians, it is even more distasteful this year. Some unions (unfortunately not yet AFSCME) are fed up with wasting dues money by giving it to useless politicians. Instead, they want to use that money on expanding memberships and organizing new locals. Imagine that.

Like the old saying goes "If the people lead, the leaders will follow". That's why I am not waiting for AFSCME to stop the insanity; instead I am filing for a "Political Rebate" in accordance with the rules on the AFSCME website:[http://www.afscme.org/publications/public\\_employee/2006/pejf0620.htm](http://www.afscme.org/publications/public_employee/2006/pejf0620.htm). (Or just go to [www.afscme.org](http://www.afscme.org) and do a search for "rebate 2006".) This procedure is in place to allow members to object to how their union dues are being used for partisan political or ideological purposes. I encourage anyone that is concerned about all the money being spent in elective races, to just start by saying "no", and asking for a political rebate.

Kevin Hangman

2019 Member

## ***Contracting Out Committee Update***

Did you know...That Local 2019 has a Contracting Out Committee that meets monthly to discuss upcoming projects with the District? Gwen Alie, Karen Biber, David King, Dennis Metaxas and I serve on the committee. During the course of these meetings, we ask questions, request information and take formal positions on the contracts. Sometimes we agree with the District, sometimes we don't.

### **THE PLOT THICKENS...**

Late last year the District pulled the rug out from under the Gateway Montenara/Baseline Laguna project...the day before the kickoff meeting to start the project in-house. We vehemently opposed the change in direction...Unfortunately the District refused to change their position, even after a number of Engineers spoke against it and proposed project deferrals to help keep the project in-house.

### **PAINT A BULLSEYE ON MY BACK...**

Senior Management went ahead and scheduled a presentation to the Board of Directors for the January Committee meetings, proposing that we contract out Gateway due to competing projects, deadlines, etc. Wah, wah...Lucky me, I get stuck with ripping Senior Management's memo...See Mark...See Mark Rip...Rip, Rip, Rip...

### **SOAPBOX TIME...**

I really hate being forced to rip someone publicly...it's a waste of District time, my time, everyone's time...Simply because someone refused to listen. We're trying to find a solution and no one wants to hear it...At least I thought no one wanted to listen.

### **THE CLOUDS PART...**

Apparently Eric Fieberling and I got our point across (as mild-mannered and soft spoken as I am accused of being)...The Board of Directors agreed with us...We were asked to revisit the issue and try to find a solution...We did...Gateway stays in house.

### **ONWARD AND UPWARD...**

Thanks to everyone in Engineering for stepping up to the plate (including David Pratt), the Contracting Out Committee for fighting the good fight, Eric Fieberling for eloquently speaking in support of keeping this contract in house and to Dave, Doug and Frank...Thanks for listening. I appreciate it!

I'm going to begin posting the contracting out notices on our website to allow for review and comment by anyone in Local 2019. I'll begin notifying you by e-mail when this process is up and running.

In Solidarity,

Mark Foley

Contracting Out Committee

# ***Sick and tired of being sick and tired***

To my fellow Local 2019 Union Members:

Just a point of view that I would like to share with you.

I have worked at the District now for over 12 years and have come to really appreciate all the benefits that we have. I worked outside of a union shop most of my life and can really see the difference that a Union can make. Saying all that, there is one benefit that I believe is being abused over and over again. That's sick leave. The abuse I'm referring to is not what you might think. You might think I'm talking about people taking sick time when they are not sick, but, no it's **NOT taking sick time when we ARE sick.**

The District has rewarded people for not taking sick time by buying back 2 days a year if you haven't used any sick days or letting you use them at retirement, which I believe is great. I would love to enjoy that little extra benefit, but I never will get the chance because other union members value that extra 2 days of pay so much that they drag their colds and flu into the work place over and over again. Meanwhile people around them pick up what ever they have. Those people may end up taking off 2 or 3 sick days getting over the sickness that their fellow union member brought to work! It's sad when the person that doesn't have the courtesy to just stay home and use their sick time, ends up getting extra pay and time tacked on to their leave at retirement when the rest of us trying to do a good job and the right thing end up with nothing extra.

I would love to have a clause added to the next MOU that stated: **If you are found sick at work and believed to have infected people around you, the infected people could use your sick time during their illness.** Believe me, that would stop people from coming to work sick overnight!

Well, this is not a perfect world and we would never let this simple rule come into effect, as it would be very hard to enforce. The District tries to keep people from taking sick days when they are not sick and rewards them. I can only believe that if we let people keep abusing this reward system we will lose it. When the District sees that one person doesn't stay home when they are sick and five people end up staying home sick, their reward system is failing. I don't believe that a simple note will make any difference in the future but I just wanted to express my feeling about this because I am really sick of being sick because of somebody abusing the system!

Chuck Detzel  
Network Analyst III  
Member of Local 2019

*This article was re-printed from an earlier edition of On Tap*

# ***Newsletter Article Guidelines***

It is the policy of the Newsletter Committee to review and accept articles based on fulfilling the following requirements:

- Submissions must be the original work of the author. AFSCME Local 2019 will accept reprints of articles after any prior publishing commitment has been fulfilled, you have retained rights to the article and you are the original copyright holder or with proper credit.
- Submissions are to be free of salacious or inflammatory material that is directed toward the District, its employees, its policies or individuals.
- Submissions are fact checked to ensure that they:
  - Are truthful
  - Not libelous
  - Do not contain dangerous, false or unfair statements
- Submissions may not include any employee names, except with their permission.
- Submissions may be returned to the author for revision or to provide supporting evidence for statements.
- Submissions may be edited for clarity or length.
- Submissions must include the author's name, e-mail address and a telephone number.
- Newsletter articles must be submitted to the Newsletter Committee chair (George Cleveland).
- Newsletter articles must be submitted no later than the General Membership meeting (third Tuesday of the month) to be considered for the following month's newsletter.

The Newsletter Committee members are Karen Biber, George Cleveland (Chair), Sara Cleveland, Mark Foley, Kevin Hangman, and Jay Morgan.

---

## AFSCME Local 2019

P.O. Box 71288  
Oakland CA 94612-7388

E-mail:  
UNION@AFSCME2019.ORG



AFSCME  
In the Public Service.

Visit us on the web at  
[WWW.AFSCME2019.ORG](http://WWW.AFSCME2019.ORG)

## *Our Mission*

*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.

---

## *Upcoming Events*

### **Executive Board and Convention Delegates Nominations**

(May 16, 2006 General Membership Meeting)

### **Executive Board and Convention Delegates Elections**

(June 2006)

### **37th AFSCME International Convention, Chicago, IL**

(August 6-11, 2006)

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

#### **Next Executive Board Meeting:**

Tuesday, April 4, 2006 - 5:30 p.m.

Administration Building - 7th Floor Conference Room