



# Insider Newsletter

April 2023

Updates from your Local 18 Board

## Keeping You Posted

### **Projected July 2023 Cost of Living Adjustment**

3.5%

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### **Outdoor Gym at JAO**

Coming 2024

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## Hello Spring!

**It's been another month and we want to let you know our progress.**

Many of you were able to join us at our March 14<sup>th</sup> Town Hall. For those of you who missed it, an email with a summary and a copy of the slides was sent out.

## President's Message

AFSCME has relationships with many elected officials in the county. We started engaging with those that serve on the Sanitation Districts' Board of Directors. This effort will continue the rest of the year in preparation for the 2024 negotiations involving the white collar, technical support, and energy recovery bargaining units.

In May, members in white collar, technical support, and energy recovery bargaining units will have the opportunity to petition HR on salary inequities, meaning that their specific position is underpaid compared to other similar agencies. This is otherwise called the "May reopener." Petitions are due prior to May 1. The other bargaining units will have a salary survey done by Koff & Associates.

Baker Tilly is conducting an audit of the HR department that will include comparing our promotions process to other agencies. We will be engaging with Baker Tilly in the promotion process.

As mentioned in prior communications, we formed an Improvements Committee to identify negotiation items for 2024. Feel free to reach out to the committee chair, Rebecca Urac, at [rurac@lacsdsd.org](mailto:rurac@lacsdsd.org) to share what changes you want in your benefits, workplace, etc

As summer approaches, many of you will go on vacation. Have fun and be safe.

Respectfully,

*Glenn Acosta*

## Executive Board – Contact Us! [afscme.local18@gmail.com](mailto:afscme.local18@gmail.com)

### **President**

Glenn Acosta

### **Vice President**

Patricia Hsia

### **Secretary**

Mischelle Mikulas

### **Treasurer**

Margott Hinostrroza

### **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)

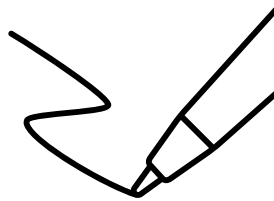
## Document Revisions

### Working on making workplace policies better

Our Board is working together with HR to improve on existing documents, including:

1. COVID Self-Screening Policy,
2. Rideshare Policy, and
3. Project Engineer definition and classification

Please feel free to reach out if you have thoughts or suggestions!



## Constitution and Improvements Committees

The Constitution and Improvements Committees have been formed to consolidate comments and propose improvements.

The Constitution Committee will review our Local 18 documents and improve them. Please reach out to **Jose Mendoza**, committee chair, for additional information.

The Improvements Committee will gather ideas and proposals to bring to management for future negotiations. Please reach out to, **Rebecca Urac**, committee chair, for additional information.

## Human Resources (HR) Audit and Salary Survey are Underway.

Baker Tilly has been selected to perform the HR audit to compare LACSD's policies and practices against other similar agencies. Please reach out to **Dwain Tucker**, HR Audit committee chair, for additional information.

Koff & Associates has been hired for the Professional, Supervisory, and Professional Supervisory Units salary survey. Please reach out to **Steve Sealy**, Salary Survey committee chair, for additional information.

## 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?

Email us! For you to receive election ballots to vote, AFSCME needs your current address. [membership@afscme36.org](mailto:membership@afscme36.org)

## 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).

## Welcome!

Let us all give a warm welcome to our newest Technical Support Unit Steward **Brenda Martinez**. She works out of our lab at San Jose Creek Water Reclamation Plant. Welcome Brenda!

## 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>

## Hourly Representation

Our goal as your Union is to do our best to take care of everyone. Hourly employees do the same work as Monthly employees and deserve the same rights and benefits! As such, we have filed representation papers to add hourly employees to the Technical Support Unit.

## Grievances

### Technical Support:

- Lost vacation hours

### Supervisory:

- Out-of-class pay

## Reminders

White Collar, Technical Support, and Energy Recovery Units:

1. Have an option to petition HR for salary inequities in May 2023 - **due May 1, 2023**,
2. Are up for contract negotiation with management in 2024, and
3. Must submit documentation for Wellness Incentives by **May 30, 2023**.

Professional, Professional Supervisory, and Supervisory Units:

1. Must submit documentation for Wellness Incentives once per calendar year.