



# Insider Newsletter

July 2023

Updates from your Local 18 Board

## Keeping You Posted

**July 2023 Cost of Living Adjustment - Effective to Paychecks 8/10/2023**

3.5%

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**Outdoor Gym at JAO**

Coming 2024

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## **Did You Move?**

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

## **Union Stewards**

We are seeking to have union stewards at every facility. A union steward represents and defends the interests of fellow employees. Interested in being a union steward? Contact our union representative Luis Schmidt at [luis@afscme36.org](mailto:luis@afscme36.org).



## **It's heating up!**

As the heat wave is coming through Los Angeles, here are some tips for staying cool this summer:

1. Drink water and stay hydrated. Don't wait until you're thirsty to drink water.
2. Find air conditioning. While our offices are air conditioned, those in the field should be aware of areas that have air conditioning to take a break. This can be a field office, break room, or even an air-conditioned vehicle.
3. Wear sunscreen and a hat. Protect yourself from the sun by putting on sunscreen SPF15 or higher 30 minutes before going outside.
4. Avoid strenuous activities and rest often. Try to perform more strenuous activities during the cooler hours of the day, such as early mornings and evenings. Find shady areas for rest.

## **Hourly Representation**

Conversion of hourly to monthly employees has been added to the Personnel Committee Board Meeting agenda for September. We are working hard to get everyone the same rights and worker protections!

## **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)

## Constitution & Improvements Committees

The Constitution Committee are working on reviewing our Local 18 documents and proposing improvements for approval by the membership. Meetings are in progress. Please reach out to **Jose Mendoza**, committee chair, for additional information.

The Improvements Committee are gathering ideas and proposals to bring to management for future negotiations. Meetings are in progress. Please reach out to, **Rebecca Urac**, committee chair, for additional information.

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

Baker Tilly is working on 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 is working on the Professional, Supervisory, and Professional Supervisory Units salary survey. Please reach out to **Steve Sealy**, Salary Survey committee chair, for additional information.

## 3% 457 Deferred Compensation Plan Match for Professional, Professional Supervisory, and Supervisory Units

A maximum 3% match will be contributed to 457 deferred compensation plans per the MOUs for Professional, Professional Supervisory, and Supervisory Units. Changes need to be made on the last day of the previous month by 1:00 PST to be in effect for the next month. Some members have had issues with this being properly applied. If this affects you, please let your union representative know and we will help make you whole.

## AFSCME Members Exclusive Offers

Local 18 members can save money with exclusive benefits. Recently a member was able to save money on a home refinance. Please visit: <https://afscme.org/member-resources/afscme-advantage> for additional information on exclusive benefits.

## 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>

## Salary Inequity Results

Salary inequities from White Collar, Technical Support, and Energy Recovery units were presented to HR, but were unfortunately denied. We appealed the decision and made some progress. The Board has reached out to Personnel Committee Board members and voiced our concerns about how salary inequities are addressed. We continue to work with Management on a mutually-agreeable solution.

## Grievances

### Technical Support:

Lost vacation hours

### Supervisory:

Out-of-class pay – awaiting arbitration

## Reminders

You may be eligible for safety boots and safety glasses reimbursement.

### White Collar, Technical Support, and Energy Recovery Units:

1. Are up for contract negotiation with management in 2024 - Please contact your unit director to provide input.

### Professional, Professional Supervisory, and Supervisory Units:

1. Must submit documentation for Wellness Incentives once per calendar year.
2. Have 40 hours of personal leave from their current sick leave per calendar year. Please check your most recent monthly Time Report to make sure that your personal leave says 40 hours minus the hours you have already used this year. Please contact IT if there is an error.