



Insider Newsletter

June 2023

Updates from your Local 18 Board

Keeping You Posted

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

3.5%

Outdoor Gym at JAO

Coming 2024

Did You Move?

Email us at 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.



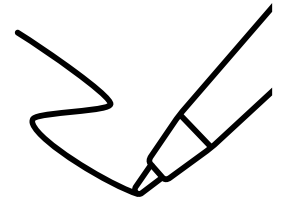
Have a Safe and Happy 4th of July!

Salary Inequity Results

Salary inequities from White Collar, Technical Support, and Energy Recovery units have been requested to HR, but were unfortunately denied. A small salary adjustment was proposed by HR for lab technicians only, but have been rejected unanimously. We are working actively working with Management on a mutually-agreeable solution.

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* - **REVISED**: The COVID workplace policy has been revised such that self-screening is no longer required. Please continue to stay at home if you are not feeling well.
2. *Rideshare Policy* - **REVISED**: Increase in Rideshare incentive from \$50 to \$75; "Telework" will no longer count as a "drive alone" day; 2-year limit on "drive alone" EV incentives.

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

Executive Board – Contact Us! afscme.local18@gmail.com

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Energy Recovery
David DeVase

At Large
Basil Hewitt
Rebecca Urac
Dwain Tucker

AFSCME Representative
Luis Schmidt
luis@afscme36.org

Constitution & 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 propose improvements for approval by the membership. Meetings are in progress. 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. 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 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.

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

We are still actively working with HR to convert all hourly positions to monthly. Everyone deserves the same rights and worker protections!

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 to be used 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.