



Insider Newsletter

May 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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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.

This Memorial Day, we thank and honor those who have lost their lives to serve our nation.

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! We are actively working with management to convert all Hourly into Monthly employees with Monthly employee benefits.

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. 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. A survey was sent out from April 27th to May 3rd. Thank you to everyone who provided input. 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.

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

President
Glenn Acosta

Vice President
Patricia Hsia

Secretary
Mischelle Mikulas

Treasurer
Margott Hinostraza

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

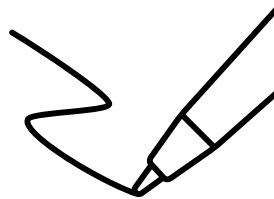
AFSCME Representative
Luis Schmidt
luis@afscme36.org

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 - **A poll will be sent out to get your input on this item.**



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

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, and
2. Must submit documentation for annual Wellness Incentives by **May 30, 2023.**

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.

Retirements

Congratulations to **Judy Leung** on retirement after 16 years with Budget & Finance Section! She enjoyed working with her colleagues and spoke up when the working environment negatively affected her group. Thanks Judy for your service!

Grievances

Technical Support:

Lost vacation hours

Supervisory:

Out-of-class pay - awaiting arbitration

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.

Did You Move?

Email us at membership@afscme36.org! For you to receive election ballots to vote, AFSCME needs your current address.

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>