



AFSCME EMC MEMBERS

Full Meeting Report April 4/19/2023



EMC MEMBERS

SHERI VAN HORSEN
AFSCME
Executive Director

PATRICIA RECK
Pre-K 4 SA
At-Large

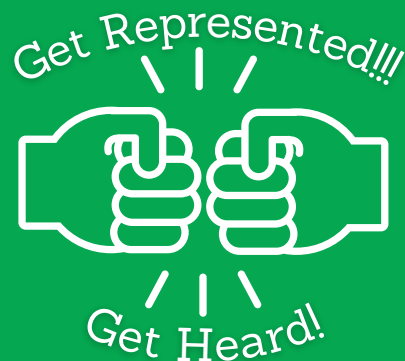
VICTORIA GARCIA
Cultural Arts
Professional

ROZALIA HUBBS
SAPD
Paraprofessional

ROBERTA VELA
PSAP Dispatch
Office-Clerical

ELIZABETH RIOS
Convention Facilities
Protective Services

MARIA VILLEGAS
Convention Facilities
Service Maintenance



Benefit Update:

The city is still in Phase 1 of the RFP process for health insurance. Looking at the competitive bids and determining if there is any better being offered. If not they have the option to stay with the current health care provided. The city will be ending an update out to the employees on the process soon. Departments can also request a visit from benefits to hold a lunch and learn on wellness and other benefits offered by the city, a request can be made to your business rep. on site.

A committee was formed to review the 457 plan to discuss benefits and costs, look at possible inclusion of a ROTH IRA.

Retention:

The city reported overall vacancy rates for the city is currently 12.6% down from the previous review. Vacancy rates for Solid Waste dropped to 4%, a new low since the efforts to recruit and hire more rapidly took effect. The city will continue to review.



SPECIAL ANNOUNCEMENT

The local has launched a new online membership form. Now any worker can join the union from anywhere. It also has resources for members and easy access to administrative directives.

Compensation & Recruitment Update:

The city has indicated wage compression is still their number one focus. They are also tracking inflation, and two pieces of legislation that could negatively impact their revenues. CPS revenue and a possible limit on property taxes. If passed this legislation could have a negative impact on whether the city can do wage compression this year, or only a COLA. AFSCME has alerted our lobbyist in Austin to get us updates on what is currently happening with these bills. In the meantime, the city continues to review positions most impacted by wage compression and develop formulas to how to address it.

Digital
Member
Resource



Scan the CODE.
Get CONNECTED.



AFSCME LOCAL 2021
SAN ANTONIO CITY
WORKERS UNION
REPRESENTING CIVILIAN
WORKERS

-at-

THE CITY OF SAN ANTONIO
816 Cameron St. San Antonio, TX
OFFICE 210-507-2224

AFSCME Local 2021

April/May 2023 Newsletter

Union Benefits:

Your Union membership comes with much more than just a say about your job. UnionPlus and AFSCME Advantage have partnered up to offer union members a wide range of services and discounts not available to non-members. Some of these benefits even extend to your family members. Visit the link or scan the QR Code to Access your benefits!

<https://www.afscme.org/member-resources/afscme-advantage>



Communications:

The city is encouraging everyone to participate in the annual survey to determine if changes should be made within department to better communications and operations within the department. It was asked whether the question on salary satisfaction would determine the city's efforts on addressing wage compression or COLA's, to which the representative indicated it would not. The question was to determine if employees were satisfied with the last round of increases or if the city needs to do better.

SAN ANTONIO



Sub-Committee Assignments 2023

POLICY COMMITTEE

Patricia Reck
Rosalia Hubbs
Sheri Van Horsen

BENEFITS COMMITTEE

Liz Rios
Maria Villegas
Sheri Van Horsen

COMPENSATION COMMITTEE

Rosalia Hubbs
Roberta Vela
Sheri Van Horsen

COMMUNICATIONS COMMITTEE

EMC Newsletter
Victoria Garcia
Sheri Van Horsen

Important Dates

May 9th
May 10th
May 19th
June 13th
July 4th
July 11th
August 10th
August 8th
Late August
September 4th
September 14th

Summer Schedule

Union Member Meeting
Trial Budget Presented
EMC Meeting
Union Member Meeting
Independence Day
Union Member Meeting
Proposed Budget Presentation
Membership Meeting
Dept. Budget Presentations
Labor Day
Budget Approved

AFSCME LOCAL 2021
SAN ANTONIO CITY
WORKERS UNION
REPRESENTING CIVILIAN
WORKERS

-at-

THE CITY OF SAN ANTONIO
816 Cameron St, San Antonio, TX
OFFICE 210-507-2224

