

## All Politics is Local; and AFSCME Locals do Politics

### REMEMBER

The CA Primary on June 7 --THIS TUESDAY-- is your chance to elect pro-worker candidates. If you have not seen AFSCME's endorsements in races across the Southland yet, contact your AFSCME Business Representative ASAP, or visit:

#### LA COUNTY ELECTIONS

<http://launionafcio.org/endorsements>

#### ORANGE COUNTY ELECTIONS

<http://www.oclabor.org/2016-primary-endorsements>

#### SAN DIEGO COUNTY ELECTIONS

<http://www.unionyes.org/politics/endorsements/>



Let's Get Political! Above: Orange County AFSCME members get out the vote for CA Assembly candidate, Sharon Quirk-Silva. Below: Carson AFSCME members engage in the campaign to pass local ballot measure C to fund public services.



**VOTE**  
**2016**

## Anaheim School Employees Win in Court

**I**n a victory for blue collar employees of the **Anaheim Union School District (AFSCME Local 3112)** who have been battling an unfair labor practice over management promises made and broken, the Public Employee Relations Board (PERB) has ruled in favor of the union.

The case harks back to 2010, when the AFSCME members proposed in bargaining to take more furlough days than other unions in the District. It was a financial sacrifice but also a calculated move to save custodial jobs during District budget strains. Some -- but not all -- of the custodians were called back to

work. The District had agreed to a "grandfather" or "grandmother" clause, which protected the jobs actually saved by the extra furlough days. This clause said that by a certain date, if any current custodians retired or quit, the District would not only save the custodian called back to work but also one more down the seniority list who would not otherwise be saved.

*Despite that deal, the District went ahead and unilaterally implemented the extra furlough days, then called back no extra custodians.* AFSCME took them to PERB, 12 full days of hearings ensued, and, finally, PERB ruled for the union. PERB also

ordered both sides back to the bargaining table, where they met for almost a year.

Now the 10th custodian from the bottom of the seniority list will receive \$5,695, the 9th custodian from the bottom will receive \$3,287 and the eighth from the bottom will receive \$3,254.

Moreover, there was so much turnover in these positions that each of these AFSCME brothers had been in effect "subbing" in their own positions right after the layoff. Between 2010 and 2012, they were called back to work as others quit or retired, which was "icing on the cake" as one of them put it.

# AFSCME Carson Locals Make Gains in Bargaining

**C**arson Part-Time employees in AFSCME Local 809 and Full-Time Confidential employees in AFSCME Local 1017 have been able to achieve strong contracts at the bargaining table.

The Part-Time workers were without a contract since their last one expired in June, 2013. They were able to win management agreement to implement a new “salary table” that will correct inconsistent wages, as well as guarantees of at least a 1.4% cost of living increase (COLA) through June 2017 (some

Part-Timers will get up to 5% for reasons of equitability).

The City Council also just approved a landmark first AFSCME contract for the “Confidential” employees in recent affiliate, AFSCME Local 1017.

Effective June 2015 to June 2016, the Confidential employees will receive a 2.5% COLA, increased employer contributions to Medical and Dental premiums, and additional pay increases for certain classifications. AFSCME sought to ensure that the Classified employees would receive pay parity with

their co-workers in similar Full-Time classifications represented by AFSCME Local 809.

In addition, Local 1017 won enhancements to release time and binding arbitration for disciplinary actions.

**Congratulations to Local 1017 President Debbie Green, Local 809 Recording Secretary and Chair of the Part-Time Board Nancy Rusas, and to all of the members of both bargaining teams!**

## San Diego contract victory is a big step toward rectifying pay inequities for City’s blue-collar workers

**A** FSCME Local 127 (City of San Diego blue collar employees) has been able to win a strong new contract with significant raises that bring the City closer to providing its long-overlooked blue collar workforce pay parity with comparable cities and with other San Diego City employees.

San Diego, despite being relatively wealthy and the second largest City in California, had been paying these workers substantially less than other cities with smaller budgets and fewer resources.

In addition, unlike others in the

City workforce, AFSCME Local 127 had gone without raises for seven full years -- even as inflation and health costs continued to rise, and despite the fact that these workers had arguably sacrificed the most during the recession.

Now, AFSCME Local 127 will receive the very same raises as the police union, as well as important new health benefit enhancements and other protections.

The agreement provides a pay increase of 6.6% in the last two years of the four-year contract. These raises, together with their

new health benefit enhancements, mean that on average, these workers will receive the equivalent of a 14% raise over the contract term.

Moreover, to rectify especially glaring pay inequities in a number of job classifications, the City will provide additional salary increases to workers in these historically underpaid positions.

Other contract wins include:

Discretionary Leave benefits will be increased; Parental Leave Benefits will be expanded; and Tuition Reimbursements will be enhanced.

## YOU NEVER QUIT

**AFSCME believes every person working to serve their community deserves respect. Streets need cleaning. Sidewalks need paving. Families need social services. People in crisis need counseling. Neighborhoods need parks and recreation, libraries and public safety....**

Public service isn't just a job. It's a calling. It means everything to know we're making our communities better.

That's why we are collecting stories of AFSCME members on the job and shining a spotlight on your dedication. If you want to nominate a co-worker (or yourself, don't be shy!) for a Never Quit Service Award, email [Erica@afscme36.org](mailto:Erica@afscme36.org) for submission guidelines.

Winners will have their stories featured on AFSCME's Never Quit website and receive a certificate honoring their outstanding contributions to public service. You may also register for the “We Never Quit” communications training on June 11, at the email address above, to learn how to submit your story ideas. #NeverQuit

