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# THE GREEN MACHINE

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## Letter From Your E-Board

AFSCME Sisters and Brothers:

We will be going into bargaining in the first part of next year and we can expect a fight in our efforts to get lower and reasonable workloads that allow the community to get the service they deserve. We expect a fight as we stand up to demand respect, fairness and more rights. We know that while more and more people are suffering stress and workplace injuries, those who are pushing us to do more and more don't seem to care.

When the new Local Executive Board came into office, we found records and finances in disarray. We found that the Constitution was not being followed. Even the dues requirements in the Constitution signed off in 1998 were not being followed. The Constitution calls for dues to be set at 1 percent of step 12. We will be coming into compliance with these terms January 2016. Your executive board was able to come to an agreement with Council 36 to not make this mandate retroactive. Effective December 2015 or January 2016 ET dues will increase to \$18.18 EES dues will increase to \$20.38.

No one wants to pay more dues, but it is the right thing to do by our Constitution and it is the right thing to do as we move into bargaining. We need a local that can afford arbitrations when people are fired. We need a local that can afford to challenge management's anti-union actions by filing and pursuing unfair labor practices. We need a local with the resources to effectively pursue our goals of more staff, less work, a safer work environment and more respect and fairness on the job.

In Solidarity,

Raymond Hartwell-President      Diana Corral-Secretary  
Patricia Cortez-V.P./Chief Steward    Manuel Corral-Treasurer  
Cher Brock- Executive Board    Maria Morel- Executive Board

## NOMINATIONS AND ELECTIONS WILL BE HELD FOR:

**One (1) AFSCME LOCAL 2076 Executive Board member and One (1) Audit Trustee. At the next:**

### GENERAL MEMBERSHIP MEETING

**January 14TH 6:00PM**

**Teamsters Union Hall**

**140 South Marks Way, Orange, CA 92868**

**Only full dues paying members are eligible to vote and nominate. To be eligible for office, a member must be in good standing for one year immediately preceding the election.**

**In accordance with the International Constitution, Appendix D Section 2.4: Not less than fifteen days prior to the holding of nominations for local union officers, a notice of the nominations and elections shall be mailed to each member at the member's last known address. Runoff elections will occur the same night if needed.**



# Local 2076 takes the fight on workload and rights to an Administrative Law Judge

The biggest problem underlying stress on the job and even harassment and discipline is the fact that there aren't enough workers to do all of the work.

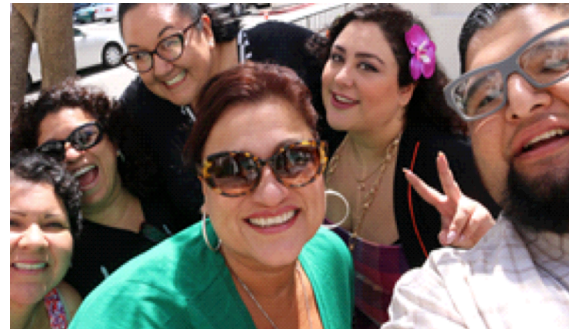
Workloads are unbearable for many, yet the County refuses to hire enough people. That in turn has an impact on clients and the community as whole when benefits don't get out on time or other problems crop up.

On top of the workload, new process rules like check lists and narratives add hours of unnecessary labor to the tasks at hand. In some areas, the way that work is distributed is unfair. In many offices the interpretation of the "No Wrong Door" policy has also added more work- frequently without any real benefit for clients.

The pressure to do more and to do it more quickly has created an unhealthy and unsafe environment. Seemingly everyone knows someone who has carpal tunnel syndrome or who has gone out on stress. Each injury then multiplies the work for others.

The union passed out surveys to members to determine the extent of the problem. We also filed grievances challenging many aspects of the problem. When these were posted on the union bulletin boards, management tore them down. They also tried to unilaterally change rules to limit union leaders getting off work to solve problems.

These actions constituted an attack on the union's right to communicate and mobilize around the central issue of workloads. So we filed Unfair Labor Practice charges which came before an Administrative Law Judge for the Public Employee Relations Board (PERB). A hearing in September lasted nearly a week with two union lawyers and several union witnesses battling with two management lawyers. Final briefs will be filed in November and a decision is expected in Spring 2016.



## Stewards Building Skills and Organization

August 28, 2015 through August 30, 2015., seven activists went to AFSCME steward training to develop and finely tune the skills they use to stand up for our members and their rights under our contract or Memorandum of Understanding (MOU). At this training they were able to talk with dozens of other activists throughout the region about their experiences enforcing rights on their jobs. Many of the lessons learned will be brought back to Orange County. By training more people we are creating a stronger organization and a stronger voice for justice on the job

### Hanh Le

This was my first time joining the union and my first in union training as well. I was very impressed of how organized the training was and I had a great experience. I got to meet other people in Council 36 and shared different experiences. I also got a chance to understand the grievance process much better. One of the things that I learned from this training is the importance of knowing our Memorandum of Understanding with the County better. That is the best way to represent my coworkers and myself in the future. I learned that our union can only be stronger if we unite as a team. In solidarity we stand!

### Edna Banos

Going to the Steward Training was a great experience. As an AFSCME steward we need to be prepared to represent our co-workers. In this training we got equipped with the necessary tools to do so. We also had the privilege to learn from experiences that our AFSCME brothers and sisters have personally gone through and getting insight on how to deal with our own issues in our district.

If you are interested in learning more about your rights on the job, then contact Chief Steward Patricia Cortez at [ChiefSteward2076pc@gmail.com](mailto:ChiefSteward2076pc@gmail.com)