



September 2009

Volume 2, Issue 7

STATE OF THE UNION

September 30th Special Member Meeting Where does your family stand in FY 2011?

There is a projected \$67 Million shortfall for FY 2011 and the City Manager is recommending to deal with it with the following for civilian employees...

- 4 furlough days = a 1.5% pay cut!,
- No COLA, again! A projected 2%
- Possible Layoffs
- Changes in the Retirement Plan

4 furlough days + No COLA FY 2010 + No COLA FY 2011= 5.5% !

What does this mean to your family over the next year? The combined cuts are a minimum 5.5% reduction in value for working families in a 12 month period! Bring your family, they need to be heard!



Flores Family and Mayor Julian Castro

Union Hall @ 6:30pm

1017 N Main St San Antonio, TX 78212

For more information contact::

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Special points of interest:

- Want up to date information by text message? Text "SEIUTX" to 787753

Standard text messaging rates may apply.

- Departmental Budget Synopses are available by request. Email econtreras@seiutx.org

- Visit www.seiutx.org for up to date information and additional articles on the FY 2010 Budget

- Check out www.unionplus.org for special discounts for SEIU members. Auto Insurance, Airfare, Cell Phones and more!

Faces of the Union– Robert Hernandez PW Brooks

We want to recognize our members for their hard work and dedication to their families by being active in their Union. Last month member leader, Robert Hernandez stood up for working families. He spoke up in multiple budget hearings, rallied his co-workers behind him, spoke to city council and helped grow his union in his department. Its members like Robert that keep our Union growing. THANK YOU Robert for stepping up and doing your part. We need more members like him to grow bigger and stronger. *Will you be the "Face of the Union" next month?*



Code Compliance Cell Phone VICTORY!

Earlier this year Code Compliance Officers received overage charges in the hundreds of dollars for COSA issued cell phones. The phones were issued to officers to keep after hours to receive citizen and supervisor calls and in exchange officers could use the phones for personal business. Members were outraged and attempted to resolve the issue on multiple levels and failed. Finally the SEIU Code Compliance membership decided to take action. On Aug 24th the SEIU Delegation Team met with HR representatives downtown to discuss the cell phone issue in the department. After much work with the HR Department and the Code Compliance Director the SEIU Delegation Team was able to work out a resolution on September 11th, 2009. **The following was resolved:**



1. NO EMPLOYEE WILL BE CHARGED OR HAVE TO REPAY ANY OVERAGE FOR USE OF THE PHONE.
2. ANY employee that has already paid ANY overage WILL be refunded in FULL.
3. ALL employees will participate soon in a department meeting where the Policy for the use of city issued cell phones will be reviewed.

If you have any questions or concerns please contact the delegates.

SEIU Code Compliance Delegation Team —Dale Russell, Moises Zuniga and John Garza

New Employee Orientation (NEO)



Do you have public speaking skills? Are you a good role model to other COSA employees? If so, we need you to volunteer to speak to NEW COSA Employees at their orientation about the Employee Management Committee and your union. You present for 15 minutes, 2 times a month on city time. Please contact Elisa at (210) 737-4217 for more details. Thank you to Manny Olague, Diane Edwards and Richard Martinez for presenting in the past.

SWMD Delegation Update No 2

On Friday September 4th, 2009 the SEIU SWMD Delegation Team met with Director David McCrary and his management team for the second time. Each of the four service centers was represented by two member delegates and an SEIU Representative. The next meeting is scheduled for Friday September 25th, 2009. If you have any questions or suggestions please contact your delegate. Topics of discussion included...

- New Trainer Program Selection Process
- Blue Route Driver Selections
- Route Loads and Guidelines
- Quality of Trucks

SEIU SWMD Delegation Team:

NE "Toolyard"—Greg Quintanilla & Adrian Vasquez **NW**—Joe Flores & Ricardo Rodriguez

SW "Zarzamora"—Raul Caballeo & Darrell Davis **SE**—Hector Villanueva & Esteban Aguirre



View from the Director's Chair by Ogden Chamberlain



I hope that most of you read the article in the front page of the Metro section in the Express- News on Wednesday, Sept.2, 2009. If you have not seen it please call our office and we will be happy to get it to you.

It is important that you read this article because it illustrates several key points. The first point is that it clarifies that "In 2007, for civilian workers, the City Council approved a pay plan long sought by SEIU." The next time some one tells you SEIU had nothing to do with the Pay Plan, show them the article.

The second point is the claims made by some that SEIU Leaders were okay with a four year implementation of the Pay Plan. Of course, these claims were made by employees who are not members of SEIU and in fact it is they who made it impossible to accomplish implementation much sooner. The article again clarifies that in fact "SEIU Leaders are impatient with what they view as the plan's too-slow implementation."

It is those impatient SEIU Leaders and you that are responsible for the third phase of the Plan being fully implemented in FY 2010. You may recall the City Manager proposed only a partial implementation of Phase 3 of the pay plan in her proposed FY 2010 Budget.

The third point is the City Managers assertion that only a "very small percentage of municipal workers belong to SEIU." In fact, she is correct that too few of your friends you ride to work with, get together after work and on weekends with and have lunch with on a daily basis are members of SEIU. That must change if you are serious about improving your workplace in order for you to protect, defend and provide for your loved ones at home. When the City Manager makes such an assertion that you speak only about how you as members feel she is saying that the issues you fight for and the views you represent as City employees are not to be taken seriously.

I know that those non member friends tell you as they tell me that they really support what we are trying to do and in fact agree with our position on the issues. I hope you will show them the article. It makes clear that their empty words of support mean nothing to the City Manager. The only thing that matters is whether they stand with you in the struggle and they can only make clear to the City Manager where they stand by being an SEIU member.

Consultation Update by Chair, Dora Flores

As the Express News article made clear, SEIU leaders have long sought a Pay Plan. We fought hard to ensure that Phase III of the plan was fully implemented after the City Manager proposed that it NOT be. We had no intention of again having to go home to our families and say "well the city says we have no money so we are not getting our phase of the pay plan this year."

As you know the third phase was fully implemented and the city agreed on September 10th, 2009 to work with the EMC (Consultation Team) to restructure Phase IV of the Pay Plan. It is important that we hear from you in the meeting scheduled for Wednesday September 30th at 6:30 pm at the Union Hall. There are many options as to how to restructure Phase IV of the plan. It is important that you weigh in on these options.

The FY 2011 Budget will be a year of much hard work. I urge you to get involved and to stay committed to help ensure that the FY 2011 budget works for our families.



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Service Address Requested

October 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2 First Friday Mtg w/HR	3
4	5	6	7 NEO 12pm	8	9	10
11	12	13	14	15	16	17
18	19	20	21 NEO 12pm	22	23	24
25	26	27	28 Member Leader Mtg	29	30	31 Happy Halloween