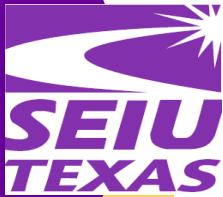


# STATE OF THE UNION

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AUGUST 2009

Service Employees International Union—Local 5 Texas  
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[www.seiutx.org](http://www.seiutx.org)



## FISCAL YEAR 2010... TOUGH TIMES AHEAD

The past year has been economically difficult across the country. Our families are suffering and our wallets are feeling the consequences. For FY 2010 the most important thing to our families was making job security a top priority. Unfortunately not everyone in city management sees it the same way as we do. We want to share with you the steps we are taking in the budget process.

### Step 1: City Manager Presented to the Council

FY2010 has an \$11 million shortfall. The City Manager, Sheryl Sculley doesn't include a COLA or the next Pay Plan Step! SEIU members had a meeting and discussed options for FY2010. The membership decided to take the position of **NO Furloughs and NO Layoffs!** They also decided to fight for a COLA increase for everyone as well as the continuation of the Pay Plan as scheduled; as long as it did not cost anyone their job.

#### FY 2010 Forecast Assumptions

- FY 2010 Ending Balance shortfall of \$11.2 M does not include funding for Civilian or Uniform personnel cost of living adjustments in FY 2010 or for continuation of the Pay Plan and other policy issues such as new funding for Haven for Hope, Inc.
  - Civilian COLA for every 1%: \$2.0 M
  - Police & Fire Uniform COLA for every 1%: \$3.6 M
  - Pay Play (Steps): \$1.9 M
  - Haven for Hope, Inc.: \$880 K

Source:

<http://www.sanantonio.gov/budget/pdf/fy2010/June%2010%20Presentation%20Final.pdf>

### Step 2: SEIU Met with City Council

SEIU members met with City Council members and expressed their position on the budget for Fiscal Year 2010. On June 24th, 2009 City Council discussed NO Furloughs and NO Layoffs and gave direction to the City Manager of NO Layoffs and NO Furloughs.

JUST SAY NO!

### Step 3: City Manager ACTS!

Without knowledge of the City Council or the Consultation Team, the city manager put out an insulting survey. The survey was ONLY given to a select few employees and was only in reference to FY 2010. Employees said, "NO! We are tired of you balancing the budget on the backs of working families!"

CONTINUED ON PAGE 2 (plans for FY2011)

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### Step 4: City Manager Met with the SEIU Consultation Team

On Tuesday August 11th, City Manager Sculley met with the SEIU Consultation Team to brief them on the Budget Proposal she presented to the City Council on August 13th. Sculley verbally presented her budget, informing members that for FY 2010 there would be NO recommendation for layoffs or furloughs. She also stated that she was proposing NO cost of living adjustment for any COSA employee. She then announced that she was proposing that the 10+ year employees scheduled to go to the maximum of their pay range on Jan. 1 2010 would instead go to step 8 of their pay range. This will affect approximately 750 civilian employees.

The SEIU Consultation Team expressed their concern about the survey which no one was made aware of. The city manager apologized and took full responsibility. Members asked to be working partners with the city manager for the FY 2011 Budget. City Manager Sculley took note of the team's concerns.

# San Antonio Express-News

Thursday, August 13, 2009 | [mySA.com](http://mySA.com)

The voice of South Texas since 1865

TOUGH TIMES | 2011 TO BE WORSE

## Job cuts, pay freeze in Sculley's city budget

It funds more firefighters,  
equipment for new police



### Step 5: City Manager Announced Proposed Budget to City Council

On Thursday August 13, 2009 the City Manager announced her proposed budget for review to the City Council. Her proposal includes NO Cost of Living increases for COSA employees. Councilperson Jennifer Ramos (D6), Justin Rodriguez (D7) and John Clamp (D10) spoke on their concern about the impact on working families. All three council members expressed their desire to further discuss this over next several weeks.

### Step 6 : Fiscal Year 2011 to be **WORSE!!!**

*The City Manager has recommended 4 Furlough days or a 1.5% pay CUT for civilian employees*

The time to ACT is NOW. We will not be silent while another budget is balanced on the backs of our families! Defend YOUR family NOW, BECOME A MEMBER TODAY!!!

Contact an organizer at (210) 737-4217 or (210) 213-7167, your Consultation Representative or

[www.seiutx.org](http://www.seiutx.org)

**ACT NOW!**  
[www.seiutx.org](http://www.seiutx.org)

## CONGRESSMAN CIRO RODRIGUEZ

On Wednesday August 12th, 2009 several members attended a morning coffee with the congressman. Rodriguez was encouraged to support a public option in the health care reform bills that are being introduced by the Obama administration. SEIU members alongside other community leaders called on the Congressman to support Health Care reform with a strong public option by giving their own personal testimony on how the current health care system has failed them. The audience was reassured by the congressman that health care reform was a high priority on his agenda.



Left to Right: Jerry Gonzalez, Congressman Rodriguez, Joe Flores, Dora Jean Flores, Rose Murray

## CONSULTATION TEAM UPDATE

By Employee Management Committee Chair: Dora Jean Flores

First I want to thank all City Employees who are committed to their families by being a member of SEIU. If it were not for our families I would not be asking for your support.

The 2010 Budget has been and still is a challenge. As representatives on the Employee Management Committee/Consultation Team we will always represent the interest of COSA employee families. We were disappointed that the City Manager wants to again place the financial burden for balancing the budget for FY 2010 & 2011 on our backs without discussion. Civilian city employees make San Antonio the city it is today and a place we are proud to call home. We will continue to work hard through consultation and through the city council to make sure the voices of our families will be heard.

Here is where you can help. The city management makes it difficult for us to speak freely with our own constituents. We know many of you have great ideas but too many of you are afraid to express them to your managers. We need to hear from you. I encourage you to attend union meetings and talk to those non-union members of how important it is for our families to stand in unity. I ask non-union families to join TODAY and stand with our families as we tackle these difficult issues because we must speak with ONE CLEAR UNITED VOICE.

### Consultation Representatives-

The Employee Management Committee (Consultation Team) was established by ordinance in 2004 to provide a structured communication process by which the City and its employees can discuss matters pertaining to wages, hours of work and other conditions of employment.

<u>Name</u>	<u>EEO</u>	<u>E-Mail</u>
Richard Fields	Professional	rfields@seiutx.org
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Dora Jean Flores	Office/ Clerical	dflores@seiutx.org
Espiridion Sandoval	Service Maintenance	esandoval@seiutx.org
Jerry Gonzalez	Technician	ggonzalez@seiutx.org
Manuel Olague	Skilled Craft	molague@seiutx.org
Richard Martinez	Protective Services	rmartinez@seiutx.org

**D4 BACK TO SCHOOL** By Employee Management Committee Representative: Buddy Villejo

Members of SEIU participated in a *Back to School Health Fair* sponsored by District 4 Councilman Philip Cortez and the San Antonio Metropolitan Health District at the Centro Med Clinic on Saturday Aug 8th, 2009. This annual event helps prepare families for the upcoming school year by providing free health checks, immunizations, information, and services for children and their families.



SEIU Local 5 San Antonio was one of the participating organizations and gave away school supplies and bottled water to families and children. Dora Jean Flores (SAPD), Joe Flores (SWMD), their children, and Buddy Villejo (SWMD) manned the event for SEIU.

As many of you know, our Union is at the forefront of Health Care and Immigration reform, the Employee Free Choice Act and other vital national issues. But it can be easily argued that the heart of SEIU union membership is our involvement at the local level in events such as this. What better way to do so than to support the health and education of families and their children!

Over three thousand participants were expected at this event and we look forward to greater participation in next years event.

**SEIU DELEGATION TEAM MET WITH SWMD DIRECTOR**

On Friday August 14th, 2009 the SEIU SWMD Delegation Team met with Director David McCrary and his management team. Each of the four service centers was represented by two member delegates. The agenda included the following items...

**Automated Training-** A new training program will be available to all interested in becoming automated drivers. Four new positions have been created in order to run the program. The new program will be implemented within the next 30 days to help fill remaining automated positions.

**Truck Maintenance** - Routes are not being completed appropriately due to a high volume of trucks breaking down. On one occasion 12 trucks were down at the NW Service Center. Management will be consulting with the Fleet department to address reoccurring issues/concerns of automated trucks

**Citizen Compliance-** The inability of citizen to comply with the recycling guidelines has made it difficult for drivers to follow procedures properly. A 3 step Pilot Program will be drafted in order to increase public participation of recycling program and address employee concerns. If you have any suggestions on improvements please contact your delegate.

*A follow up meeting is tentatively scheduled for August 29th, 2009.*



<u>Service Center</u>	<u>Delegates</u>
NW	Joe Flores & Ricardo Rodriguez
NE "Tool Yard"	Greg (GQ) Quintanilla & Adrian Vasquez
SW "Zarzamora"	Raul Caballeo & Darrell Davis
SE	Hector Villanueva & Esteban Aguirre

# A NOTE FROM THE DIRECTOR

By Director: Ogden Chamberlain

As we go through another Budget process and once again have to battle those who seek to take from our families, I think it is important to take time out and reflect on why we are Union members.

### I am proud to be called Union! And here is why!

I work in order to protect, defend and provide for my family. That is why we all work. We get up every morning, leaving our families behind and off to work we go. But we go because of what we left behind. So the challenge is how do I protect, defend and provide for my family while at work.

If what happens at work either helps or hurts my family why would I not take advantage of every opportunity to make my workplace better? I know of employees who have situations at work that they alone can not resolve. So what do they do? They go home to the family that they went to work in order to protect, defend and provide for them and out of frustration from work snap at the spouse, holler at the kids and kick the dog! And we all know how this will end if this doesn't change. They will either lose their job or lose their family.

I guess I will never understand how someone who professes to love and care for their family does not realize that all that happens to them at work will either make their family stronger or weaker. If you have a bad boss and you do nothing about it, your family is weaker and the stress that results makes your family situation even worse. If you are not paid what your work is worth, cannot afford adequate health care, if a budget is continuously balanced on your back, if you are living paycheck to paycheck and cannot keep up with payments, robbing Peter to pay Paul, now your family is not only weaker, it is on the verge of collapse.

That is why I became a member of SEIU. I wanted to make sure I was doing everything possible to make work better so that I could protect, defend and provide for my family. There is no other plan. It was the only chance my family has to make life better. But I cannot do it alone. So the next time someone talks to you about the Union, the next time you are invited to a Union event, think about those loved ones back home. They are why I am SEIU and Proud of it.

## AUGUST BIRTHDAYS...

Albert Orta	Fidencio Quintanilla	Jose Castillo	
Juan Pacheco	Craig Hodge	Armando Salazar	Hilario Martinez
Teresa Harrison	Roberto Mendoza	Jo Gubanche	John Trevino
Silvia Esquivel	Roland Solis	David Gover	Thomas Guzman
Richard Fields	Flora Adame	Oscar Medrano	Ruben Martinez
William Martinez	Robert Humphrey	Belinda Chavez	Lydia Mata
Ramon Casillas	Valerie Gleason	Gerardo Gonzales	Stephen Voigt
Sergio Hidalgo	Gerald Soriano	Michael Soliz	Angelita Martinez
Juan Guerra	Cheryl Lardy	Angel Ramirez	Fernando Neavez
Diana Soria	Alejandro Bustos	Dora Flores	Elisa Valdez
Robert Sandoval	Diana Lopez	Anthony Salazar	Dorothy Fragozo



- Pablo Menchaca
- Rasiel "Raz" Galvan
- Jesus Cantu
- Jesus Cortinas
- Aimee Decontreras
- Manuel Flores
- Christopher Cevallos
- Mathew Salazar