



# AFSCME

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TUSD Division Local #449 Ph.

571-8884

August 2009

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## Welcome back to the 2009/2010 School Year

Brenda Lambach  
TUSD Chair

It's been a tough year the 2008/2009 school year was as rough as I've seen in my nearly 22 years working here at TUSD. Due to a reduction in the State funding to school districts TUSD had to reorganize the structure within the District. There was a reduction in work force and District initiated transfers throughout the bargaining units. Not one unit was hit harder than another. We all suffered.

Not one Blue Collar employee lost their job. Some that could retire did, others whose positions were eliminated were offered other employment within TUSD albeit perhaps not at the same location or rate of pay but they still have a job at a time when the unemployment rate is nearing 10%. The highest it's been since the Great Depression.

Fourteen employees in Blue Collar went to positions with a pay reduction some as much as \$6.00 per hour so AFSCME worked with Dr. Fagan to make this transition as easy as possible on those affected. What happens is from July 2009 through Dec. 2009 the rate of pay will stay the same as before the transfer, from Jan. 2010 through June 2010 that will be halved and starting July 1, 2010 the employee will begin receiving the rate of pay in the grade at the appropriate step of the job they hold. An example is if you previously held a position that paid \$18.20 per hour and you transferred to a position that pays \$16.10 per hour you will continue getting the \$18.20 from July 1 through Dec. 31, 2009. Starting Jan. 1 through June 30, 2010 you will receive \$17.15 per hour and then starting July 1, 2010 you will go to \$16.10 per hour as that is the rate of pay for the current job you are working. This will give those employees a year to adjust their budgets within the new pay rate without it hitting all at one time. If you have any questions please call one of the AFSCME representatives and they can explain it to you in detail. Employees whose pay was cut this past July 1 will see retroactive pay for the difference as soon as payroll calculates it. Hopefully within the next 2 to 3 paydays as the agreement between AFSCME and TUSD was signed July 23, 2009.

**2009/2010 NEGOTIATIONS UPDATE:** There is very little to report on negotiations as we are waiting for the State budget to be finalized. We have passed language changes and are meeting on a regular basis to discuss issues that do not involve money.

**WELCOME NEW AFSCME MEMBERS:** In May AFSCME representatives attended the Custodial Services in-service and signed up 9 new members. Welcome aboard to you all. Everyone new member and old is invited to attend the monthly Union meetings on the 2<sup>nd</sup> Saturday of each month at 10:00 am in the Facilities training room located at 530 S. Norris. That is where you will learn about your Union, it is the place to ask your questions or volunteer to sit on committees. Don't just sit back and pay your dues get involved! Make this a better Union for yourself and your fellow employee by having input into the daily workings of **AFSCME** after all it is **YOUR UNION!**

### **The Chief Steward Says:**

Russell Carr

Brothers and sister of Local 449 AFSCME, its times like these that we must stand up and show TUSD who we are and where we come from.

We are some of the employees that provide the services to the District. We do it with Pride, Professionalism and Integrity. We do not wear a white collar; we wear a blue collar with sweat stains. We are a Brotherhood that will stand up and protect the rights and benefits for all Blue Collar TUSD employees. We are a Brotherhood that will help others when the need arises. We are a Brotherhood that will stand up and say to management, "you will not \*\*\*\* with our rights or benefits (rights and benefits that have been negotiated for you by the people you voted for, oh you didn't vote, well get off your asses and exercise your right.)

I know that I've said this before "that there is strength in numbers" but even with a majority if you do not speak or act it's as though you don't exist. You must be aware of the concerns that surround all TUSD Blue Collar employees. If not, then the problem is obvious, you must have your head stuck up you're a... Now is the time for all TUSD Blue Collar employees to stand together (as one) and make some noise. When it comes to fighting for our rights and benefits the other side must know, we do Exist and We are Not going Anywhere!!

### **BECOME AN AFSCME MEMBER TODAY!**

Brenda Lambach

Rest assured the more Union members who take on the fight together the stronger we are. **Brothers and Sisters of Local 449 you are the Union**, it is because of you that this Local moves forward. Every **AFSCME** officer and steward volunteers there time to work for you. If you're not an **AFSCME** member yet join today. It costs a little more than one hours pay per payday (20 pays only), but you're covered all year. To join, ask questions or need representation contact any of the following people. They're here to help you.

Brenda Lambach, Chair	235-1997
Kate DuBois, Vice Chair	404-3650
Russ Carr, Chief Steward	751-1916

Bruce Slabaugh, Local President	744-8180
Steve Hopper, Recording Secretary	808-9181
Debra Hopper, Steward Transportation Dept.	808-9181
Andy Samples, Steward Transportation Dept.	722-6081
Jose Ortiz, Steward Pueblo High School	889-4229
Helen & Manny Villanueva, Stewards East Transportation	465-9860

The monthly Union meeting is held the 2<sup>nd</sup> Saturday of each month from 10:00 till noon in the Facilities Training Room at the Central Transportation compound. You are cordially invited to join us. **AFSCME IT'S YOUR UNION!**

## **A NOTE FROM THE LOCAL 449 PRESIDENT**

Bruce Slabaugh

Welcome back to all our friends at TUSD for another exciting year! With all the ruckus over stimulus money, budget worries, override elections and reorganizations in the Operations Department; I would say that this coming year should provide lots of challenges to us all. The good news is that because of our Memorandum of Understanding, no Blue Collar employees were laid off, while other bargaining units did loose folks to reduction in force.

Granted, some of you are doing jobs other than for which you were hired, no one is without a job and we have even managed to protect the wages of individuals who were demoted (see above article for full explanation). This is still a much better outcome than we originally expected. Not all the news is bad, however. Local 449 is now out of Administrator ship, so our elected Local officers are once again in control of our Local. TUSD has two table officers, Andy Samples as treasurer and myself as President. Our new Executive Director, Ken Riley, and our Executive Assistant, office goddess and Miss Everything, Mary Lopez, have been working hard to represent and support members not only at TUSD but at all our another divisions, too. Our division has been truly blessed with leaders like Brenda Lambach, Kate DuBois, Russ Carr and Steve Hopper, and all the other activists and stewards who are to numerous to mention here. I am so pleased to see the interest and activity of members like Fred Crapper, Deb Hopper, Joe Ortiz, Gerry Chiaro, Bob Pearson, Cal Rushing, and so many others in helping make TUSD a better place to work. None of these activists gets paid to work for our members, but they all do it selflessly and without complaint. The least, the very least that you can do as an employee is to become an AFSCME member and help support those brave souls who work so hard for you. Don't be a free loader; help make this the best Union workplace in Tucson by doing your part in helping us all! Have a great school year and we will see you on Labor Day at Reid Park! Fraternally.....R. Bruce Slabaugh

**P.S.** Don't forget about our Membership Activist Team training Aug. 29<sup>th</sup> at our office at La Placita, 100 S. Church. Call 571-8884 to reserve your place for this very important event. See you there!