



AMEA Beacon



March/April 2008

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Newsletter Committee

Jillanne Inglis
Sonia Walker

Graphic Design

Stephen Rerko

Contributors

Arshella Smith
Hank Wiedle
Jillanne Inglis

Contact Us

amea@gci.net

A Letter from the President by Arshella Smith



Hello AMEA members. Let me begin by letting you know that in November we started contract negotiations with the Administration. Unfortunately, we did not finish with negotiations by the end of 2007.

Thank you to everyone that came to the pre-negotiations membership meeting and provided the negotiations team with some guidance as to what is important to the membership.

We are always looking for volunteers to serve on the various committees for our association. We have our email account up and running and you can email us at AMEA@gci.net. I look forward to reading members' emails and the concerns they might have.

Thank you to everyone who voted in our recent election. Our new board members include Mike Frost who was elected as the Treasurer. Thank you to our outgoing Treasurer, Ginny Fritz. She did a wonderful job during her term. Congratulations to our new board members Ginny Fritz, Rene'e Aguilar and Stephen Johnson. Mark McKee was reelected as our Vice President. The new officers were seated on the board during the January board meeting.

Again, there have been very challenging and rewarding moments since I have been the president. We have continued to strive to protect our contract and the integrity of our membership. Without your support we could have not done this. Please keep up all of your efforts and good work.

I want to thank Hank Wiedle our Labor Relations Specialist for all the hard work maintaining our contract over the past years. He has helped many members! Thank you, Hank!

Thank you to our friends at the Teamsters for all of their fabulous help these past years. We have had a long relationship with them going back over 30 years. Special thanks to Barbara Huff, Nancy Shaw, John Marton, Tim Morgan, Dale Miller and the countless other staff at the Teamsters. AMEA looks forward to continue working with you in the future! Thank you to the Employee Relations staff "The People Department" for working with AMEA on various issues. Even if we are in disagreement, I appreciate the open door policy!

Thank you,
Arshella Smith,
AMEA President

AMEA voice should be heard by the Assembly

by Sarah Grosshuesch

For those of you who haven't heard, the current Assembly has dictated the terms of negotiations for ALL union contracts to the Administration. Besides passing a resolution that limits the amount of money the City can offer in raises and health care costs (AR 2007-084), the Assembly has been picking out contract language they think gives workers too much power and voting down contracts, rights many on the Assembly don't feel we should have. If that weren't enough, they recently passed a resolution in support of outsourcing municipal jobs (AR 2007-283 (S)). AMEA, along with other municipal unions, has organized an effort to attend all Assembly meetings where union contracts and union issues are discussed. The more we fill the room with our presence the better. We need to let the Assembly know we won't let them take our jobs without a fight. Just like the saying "the sum of the whole is greater than its parts" the collective action of ALL municipal unions can save our contracts, and our livelihood.

Looking to do more? Many of our local elections are decided by just a handful of votes. Consider the election of our current Mayor. Mayor Begich won 45.03% of the vote in 2003; the same year the percentage needed to win the seat was reduced to 45%. We are now facing another Municipal election and even more important an opportunity to improve the quality of our contract. This is where your vote is important. By voting for pro-labor candidates on April 1 you can help assure that our contracts will be protected from the meddling of the anti-union and outsource-friendly current Assembly. If you don't know the candidates please take the time to read about each as they are covered by local media. Also the Teamster's Local 959 and the Anchorage Central Labor Council do endorse candidates based on interviews to determine who is going to serve in the best interest of local labor. You can find these endorsements online.

Contact Sarah Grosshuesch via email at msgreeman@yahoo.com for more information and questions.

AMEA, MOA in Disagreement over Call Back Pay, Overtime

by Hank Wiedle

The MOA has recently communicated a new policy to departments refusing to pay overtime when the overtime earned is caused by call back work which is paid at the time-and-a-half rate. The MOA has incorrectly called this "double dipping" or "pyramiding" when this is not the case at all.

AMEA's position is that you are entitled to both the call back pay and the time-and-a-half rate and the overtime pay when you work over 40 hours in a work week. The call back rate is the penalty the MOA must pay for disrupting your time off by calling you back to work. The overtime is a penalty the MOA must pay for causing you to work over 40 hours in the work week.

According to our agreement (9.1.15) when you have completed your scheduled shift and are called back to perform unscheduled, additional work, the MOA must pay you at 1.5 times your factored rate of pay for the actual hours you work, with a minimum guarantee of four hours' pay at your factored straight time rate.

The agreement (9.1.14) also requires the MOA pay you at 1.5 times your factored rate of pay for all overtime worked. Overtime constitutes all time worked* in excess of 40 hours in your work week* (8.5).

*Holidays and court leave also count as hours worked for overtime purposes.

As an example, let's say your work week is 8 hours per day, Monday through Friday. On Tuesday you are called back and work 3 hours. For that call back, you are paid at 1.5 times your factored rate of pay. Then, you work your regular shift on Wednesday, Thursday and Friday. At the end of Friday, you have worked a total 43 hours in the work week. This means you are now entitled to 3 hours overtime pay.

Disciplinary Actions and Letters of Counseling

by Hank Wiedle

Article 6, Section 6.12 covers disciplinary actions. The forms of discipline are:

1. Oral Reprimand
2. Written Reprimand
3. Suspension, Transfer, Demotion or Dismissal

According to Section 6.12.2.E, "Twelve (12) months from the date of the (disciplinary) action concerned the Director (Employee Relations Director) shall review the disciplinary action, and if no subsequent report of similar violations has been made, all copies shall be returned to the interested employee." In practice, The Municipality has not been doing this. Therefore, if you have received a disciplinary action or letter of counseling more than twelve (12) months ago, you should review your personnel file to see if it has been removed. If it has not, contact AMEA Labor Relations Specialist Hank Wiedle immediately. Hank can be reached at 349-9790 or wiedle@acsalaska.net.

Each Municipal employee has two personnel files: The formal file maintained by the Employee Relations Department in City Hall and the informal file maintained by the employee's department. If you received a letter of counseling or oral reprimand, these are maintained only in the departmental file. Written reprimands and higher forms of discipline are documented in the Disciplinary Action Report (DAR) form and are maintained in both the department and Employee Relations files. Therefore, you could check both files if you have a written reprimand or higher.

The contract doesn't mention letters of counseling. They are non disciplinary and therefore, not as serious as disciplinary action. Therefore, they shouldn't remain in personnel files no longer than disciplinary actions.

AMEA Bylaws

by Jillanne Inglis

Are you wondering where to find a copy of the AMEA Bylaws?

Go to www.akteamsters.com and click on Resources. Select AMEA and you will find a host of information including the AMEA bylaws!

Volunteers NEEDED!

by Stephen Rerko

We need your help! There are several committees that need you:

- **Sunshine:** sends "sunshine" to members in need (ill, surgery, loss of a loved one)
- **Newsletter:** let your creative juices flow and communicate with fellow members
- **Nominations/Elections:** help with nominations meeting and count votes
- **Member Attendance:** forming now!
- **Ethics:** We are in need of three more members

Contact any board member to volunteer. The success of this Association rests with your willingness to volunteer! Show your UNION PRIDE!

Address Change Form for AMEA mailings to be filled out and mailed to Teamsters

The form below is an important piece of information for staying in the loop with mailings AND ELECTION BALLOTS from AMEA. To ensure Teamsters has your current address to receive a ballot in the mail, send this form in by October 1, 2007.

F.Y.I. MOA Employee Relations **DOES NOT** send your new address change to the Teamsters! IT IS UP TO YOU! Just detach the form, fill it out, and mail it to:

Teamsters Local 959
520 East 34th Avenue, Suite 102
Anchorage, Alaska 99503

ADDRESS CHANGE

NAME _____ DATE _____

NEW ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____ PHONE NO. _____

TEAMSTER LEDGER NO. _____ E-MAIL ADDRESS _____

SOCIAL SECURITY NO. _____ DATE OF BIRTH _____

MEMBER SIGNATURE _____

DISTRIBUTION:

WHITE – Local 959
GREEN – Accounting Dept.
CANARY – Trust Offices

THIS FORM CHANGES YOUR ADDRESS AT:

– Local 959
– Accounting Dept.
– Trust Offices

Leave Without Pay

by Jillanne Inglis

Recently I was asked a question concerning personal leave without pay (LWOP). Can an employee take personal leave without pay and not use my annual leave? Section 7.8.4 of the AMEA contract covers personal leave without pay.

The short answer is yes. 7.8.4 (A) (1) states, "For no more than thirty (30) days in any one (1) year for any reason, and without regard to the employee's annual and sick leave account balances, so long as the Agency Head certified that the agency is able to perform adequately if the leave is granted..."

Section 2 spells out additional requirements if an employee needs to take LWOP longer than 30 days in any one year.

The issue came up that an employee wanted to take a few days of LWOP. However, the employee filled out the leave slip AFTER taking the leave. The supervisor denied the LWOP and made the employee take annual leave. **Always fill out a leave slip prior to taking scheduled leave.** If you would like to take LWOP coordinate that with your supervisor prior to taking the leave. Please be advised that taking LWOP may affect your PERS. Check with the State PERS office concerning questions about taking LWOP.

Teamsters Business Agents

by Jillanne Inglis

Did you know that AMEA also has two Teamsters Business Agents that the members can call with questions/help?

Their names are Tim Morgan and Dale Miller. They wouldn't give me a picture to put in the newsletter, so their faces remain a mystery. I will have to catch them at a later date!

If AMEA members have any questions they can also contact Tim at 350-7750 or Tmorgan@akteamsters.com. Dale can be contacted at 565-8126 or email him at dmiller@akteamsters.com.

Your Current Officers and Shop Stewards

Be advised that under the contract AMEA members are permitted to have a union representative present during discussion of all disciplinary actions upon request, and the employee shall be advised of that right. If the employee requests that a Shop Steward or other AMEA representative be present during any meeting concerning disciplinary action, the MOA will allow a reasonable amount of time for the employee to contact his or her AMEA representative in order for AMEA's representative to be able to attend the meeting scheduled by the MOA. **Below is a list of shop stewards and AMEA representatives:**

<u>NAME</u>	<u>POSITION</u>	<u>AREA ASSIGNED</u>	<u>PHONE</u>
Arshellia Smith	President	At Large	786-5525 244-8235 Cell
Mark McKee	Vice President	At Large/Property Appraisal	343-7928
Ginny Fritz	Director/shop Steward	Finance/City Hall	343-6765
Stephen Rerko	Secretary	PM&E	343-8105
Eva DuRant	Shop Steward	Health Department	343-4626
Stephen Johnson	Director	Health Department	343-4622
Renee Aguilar	Director	Health Department	343-6302
David Friedline	Director	Health Department	343-4778
Jillanne Inglis	Shop Steward	4700 Elmore	343-8353
Mike Frost	Treasurer	4700 Elmore	343-8031
Pete Jeskie	Shop Steward	AWWU	751-2253
Robert Palmer	Shop Steward	4700 Elmore	343-8111
Sondra Scobee	Director	Solid Waste Services	343-6272
Kelli Ayers	Shop Steward	Solid Waste Services	343-6252
Mel Finau	Shop Steward	4700 Elmore	343-8036
Brenda Bergsrud	Shop Steward	Public Transportation	343-8209
Beverly Wilke	Shop Steward	Libraries	343-2844
Rod Hill	Shop Steward	Parks & Recreation	343-4564
Tommie Bishop	Shop Steward	Parks & recreation	343-6992
Marlene Kanner	Shop Steward	AWWU	751-2215
Mark Litrell	Shop Steward	AWWU	786-5516
Rhonda Jamestown	Shop Steward	O & M	343-8184
Wendy Lawrence	Shop Steward	Appraisals/City Hall	343-6789
Hank Wiedle	Chief Shop Steward, Labor Relations Specialist	At Large	349-9790