

AFSCME Local 449
110 S. Church Avenue, Suite 4188
Tucson, Arizona 85701

January 31, 2011

Subject: Enterprise, Grant, Tax Revenue Funding City Employees.

Almost all of you receiving this letter experience 9 days of furlough yearly without pay. This equates to a 3.5% pay reduction during the course of a fiscal year. There is a segment of City employees, those who work for Environmental Services, Tucson Water Department, Transportation (Street Maintenance) and segments of Fleet Services whose salaries are generated via different means. Those means being fees, grants, and taxes. In plain English, "these salaries are being paid by different funding incomes, and not a tax base like the General Fund where furloughs are currently unavoidable.

Your Union has requested, negotiated, and now demands that the 9 days of furlough being experienced by Environmental Services, Tucson Water, Streets Maintenance, and parts of Fleet Services be stopped. The City's response to AFSCME is equity of employees. In other words, "if one employee has to take furlough, all employees should take furlough". AFSCME does not see this in the same light as the City. We do not believe in spreading financial hardship, financial stress, and adverse actions across an entire workforce.

On February 9, 2011, Wednesday at 5:30 PM, 110 S. Church Avenue, at the AFSCME Local 449 office and meeting hall, we will highlight and discuss our actions taken and our future actions to be taken against this illegal furlough. If you like losing 9 days of you pay, stay home and don't come to this meeting. To all members of AFSCME who receive this letter, I encourage you to share it with your fellow workers, members or not. All City employees who are affected by this devastating furlough should attend this meeting.

Our friends in the Police and Fire Departments, originally were facing a 10% budget cut, which included layoffs. TPOA and TFD Unions which respectively have over a 90% Union membership, opposed the projected cuts. The City Council saw fit to reduce their projected cuts to 6.7% (Fire) and 7.5% (Police) with no layoffs. Union membership played a significant role in this reduction.

Meanwhile, all other City Employees are facing a 15% cut with layoffs. So, continue to sit in front of the TV and take your salary, benefit, and layoff reductions, or COME OUT and FIGHT with the REST of us. You control your future with the City. AFSCME is here to see that we get a voice and fair treatment. Join us on February 9th at 5:30. By the way, parking is free after 5PM.

M. Coiro, Executive Director.