



Dog Days of Summer!



Volume 1, Issue 2

Division Meetings listed on page 4

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SOLIDARITY: CALL TO ACTION

AFSCME RALLY
TUSD Board Meeting,
Tues. Aug. 9th
6:00 p.m., 1010 E. 10th St.

Your Union needs you to come show your support & solidarity.

"TUSD would have you believe, that they negotiated in Good Faith. I call it a poor charade at best, which amounted to a slap in the face of every Blue Collar Worker employed at TUSD.

*Brothers and Sisters you are entering the upcoming school year in the **RED**. You are going to pay a portion of your insurance premiums, you will bear the full cost to insure your spouse and/or children, flex credit (if you have it) goes away and*

pay attention to the changes in Art. 25 regarding Medical Leave and FML. Now it's my understanding I will be receiving a 3% raise (first one in over 4 years), but I don't believe it's going to cover my outgoing (TUSD created) expenses! By the way, the entire disciplinary process has changed. Please pay attention to the rights you have left!!!

In my opinion, it's not the Blue Collar Workers or the Union that has created these hostile circumstances, I hold to the fact that this situation is the result of poor and/or lack of leadership on TUSD's part.

What's next? Right-to-Starve? Paycheck Deception?

We can stop all of this. But it takes all of us- you, your family & friends- all working to let the

TUSD school board know, by voting, that enough is enough. Just because there's a few letters after your name, doesn't mean you know how to LEAD.

GET OUT AND VOTE!! Stay Safe and Stay Proud"

Russ Carr, TUSD Chief Steward
AFSCME Local 449

Join us Aug. 9th with your family & friends! Let's show the TUSD Board the power of Solidarity!



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Pima Community College Division



Michael Coiro, Executive Director; Virginia Ortega PCC Chair; Arlene Muniz, Local 449 Vice President; Ann Myers, Local 449 Trustee; Rose Bolz, Vice Chair; Anna Richards, PCC Recording Secretary; & Bruno Loya, PCC Chief Steward; **Congratulating Arlene on her recent retirement.**

AFSCME & PCC are launching an exciting partnership. AFSCME believes in continuous improvement through educational advancement and professional development. With this goal in mind, this past July, AFSCME began building relationships with PCC's Adult Education Programs and community organizations focused on improving literacy throughout Tucson. We are just putting the finishing touches on a survey for our members, so that we can understand you & your family members educational interests. Call us here at the office if you'd like become more involved in this important project.

El Rio Division News

“AFSCME Objects! When the City of Tucson gave three high paid employees raises, we let the City Manager know our outrage & disgust. Hundreds of City Employees do extra duties-doubling or tripling their work loads with no extra compensation. We won’t forget this transgression.”

-Michael Coiro, Executive Director

El Rio is on the move! We are signing up lots of new members and in the process of scheduling Union Lunch and Learns at our various sites, with the expert assistance of our new Chief Organizer for AFSCME Local 449, Maritza Broce! We have had wonderful opportunities to meet the employees at Lunch and Learns at the El Pueblo, Congress and Northwest clinics thus far, and ask that you call the office at 571-8884 or one of your union officers or stewards to schedule one at your site. These meetings are a great place to ask

questions and, if we don’t know the answer, we will research it for you and get back to you. We can even schedule follow up meetings to relate answers to your concerns.

The union continues to negotiate with El Rio Administration on behalf of the Group 1 and Group 2 employees. The doctors have almost finished negotiations, as have the dentists. The other providers in Group 1 continue

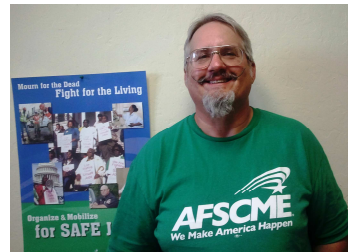
to meet and negotiate. The union is submitting alternate proposals in regards to attendance & tardiness and holiday pay, so watch for upcoming updates! If you have any questions or concerns, please call or email Janet Valencia, Chair at 982-0951 or jvalencia@afscme449.org, Lety Cota, Vice-Chair at 271-2008 or leticia2@elrio.org, or John Duran, Chief Steward at 559-9277 or duran_926@msn.com.

THE PRESIDENT SAYS

In times like these, we need to be inspired and to remember the great words of Civil Rights Activist, Fredrick Douglass. These words ring true today. AFSCME is in the struggle for workers and making demands for fairness and justice.

--Bruce Slabaugh, President

“If there is no struggle there is no progress. Those who profess to favor freedom, and yet depreciate agitation, are men who want crops without



plowing up the ground. They want rain without thunder and lightning. They want the ocean without the awful roar of its many waters. This struggle may be a moral one; or it may be a physical one; or it may be both moral and physical; but it must be a struggle. Power concedes nothing without demand. It never did and it never will.”

Source: Douglass, Frederick. [1849]

News Alert from Executive Director, Michael Coiro

AFSCME is challenging the constitutionality of a recently enacted AZ law that illegally changes pension contributions for employees to the Arizona State Retirement System (ASRS). SB 1614 changes the pension contribution rates in ASRS from 50% employee-50% employer to 53/47. This change violates the Arizona Constitution and the contract between employee-employer set at the 50/50 contribution rate at the time of hire. It’s time to stop the attacks the retirement security of public employees. We won’t allow the state to illegally break their promises!

What’s the Number One reason workers give for not joining a union?

“No one ever asked me.”

That problem is easy to fix

— go out & ask co-workers to join AFSCME today!

Union Safety Awareness (U.S.A.) by the Safety Dude



The topic this month can be none other than the HEAT! In response to the heat waves across the country, Secretary of Labor Hilda L. Solis issued a statement on July 11th urging employers to take precautions to help workers avoid heat-related illnesses among workers.

I will not overload you with the basics like water, rest, and shade that I am sure you are well aware of. What is interesting that the Secretary of Labor strongly recommended the availability of medical services to respond to workers subjected to heat. In a legal sense, it throws a red flag in the air.

You can die from the heat, do not believe the lie that you

will just get sick. All over the country there have been reports of fatalities. It is not only crucial to detect heat related illnesses early, it’s critical. The sooner you take precautions or let someone know you are having symptoms, the easier it is for you to get a handle on the situation. Your bodies core temperature is the key.

Hyperthermia occurs when the body produces or absorbs more heat than it can dissipate. Hyperthermia is a medical emergency and requires immediate treatment to prevent disability or death! So simple a topic, yet so serious not to be taken for granted.

In conclusion, all of us at AFSCME are out in the heat with

you. When your out there working, don’t hesitate to let your union brother or sister know if you need help. That’s the whole concept of solidarity. Sometimes we feel uncomfortable telling a supervisor we need a break or when we may need to leave work due to a heat-related illness. Please tell a Union co-worker about the issue at hand. That way you have a witness to the fact and feel confident there will be no negative feedback from your supervisor. Another example may be to find your Union safety coordinator or committee member and have them on speed dial or the number in your pocket. Documentation and safety in numbers will ease any concerns you have.

Do You Know Your Chief Steward?

Harold C. Handley is getting it done. **“The City of Tucson is always on notice with Harold around. He’s a true leader. Always dependable. We sincerely appreciate that he always goes that extra mile.”**

Q. Tell us about recent successes at the City?

H.H. They are varied. We’ve had a lot of success done in meetings, both at the Supervisory and Departmental Head levels that will continue into the future. We hang in there and fight the good fight. It’s important to choose our fights wisely.

Q. What’s the best part about being Chief Steward?

H.H. *Bringing two parties together and finding a win, win. Achieving resolutions without a higher arbitration or committee. The best part for me is to truly build for the future.*

Q. Best Advice for Members?

H.H. *Be open to learning and become active. Do the best job you can but always, always stand up for your rights. Never give up your dignity. It’s your inalienable right.*

Q. Who’s is your favorite Labor Hero?

H.H. *Martin Luther King, Jr. I strongly suggest reading or re-reading King’s Letter from Birmingham Jail.*



Harold C. Handley,
City of Tucson Chief Steward

Here’s a short excerpt:

Sometimes a law is just on its face and unjust in its application. For instance, I have been arrested on a charge of parading without a permit. Now, there is nothing wrong in having an ordinance which requires a permit for a parade. But such an ordinance becomes unjust when it is used to maintain segregation and to deny citizens the First-Amendment privilege of peaceful assembly and protest.

—Martin Luther King, Jr. April 16, 1963

Looking for a great summer flick? Harold’s favorite labor movie pick is “F.I.S.T.” Directed by Norman Jewison in 1978.

Know Your Weingarten Rights!!

IF THIS DISCUSSION COULD IN ANY WAY LEAD TO MY BEING DISCIPLINED OR AFFECT MY WORKING CONDITIONS, I RESPECTFULLY REQUEST THAT MY UNION REPRESENTATIVE, OFFICER, OR STEWARD BE PRESENT AT THIS MEETING. WITHOUT REPRESENTATION PRESENT THEN I CHOOSE NOT TO PARTICIPATE IN THIS DISCUSSION.”

Our union is the voice and force that faces down injustices, prejudice & employee rights violations within the workplace. One of the primary tools that you all need to use is your Weingarten Rights. The Weingarten Right was established by the National Labor Relations Board and upheld by the U.S. Supreme Court in 1975. Basically, the Weingarten Right gives you the right to request Union representation during investigatory interviews. An investigatory occurs when:

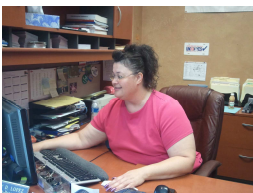
- 1) Management questions an employee to obtain information and
- 2) The employee has a reasonable belief that discipline or other adverse consequence may result from what he/she says.

Beware that management is not obligated to inform employees of their Weingarten Rights, **employees must ask for their Weingarten Rights.** Be sure to talk with your union stewards about all your rights today.



SYLVESTER STALLONE
“F-I-S-T”
Norman Jewison
Sylvester Stallone
Rod Steiger • Peter Boyle
“F.I.S.T.”
Melinda Dillon • David Huffman
Kevin Conway • Tony Lo Bianco
Norman Jewison • Patrick Palmer • Joe Eszterhas
Screenplay by Joe Eszterhas • Sylvester Stallone
Directed by Norman Jewison
Produced by Gene Corman
Technicolor
United Artists

Ask Mary: Advice & Tips for Members



Executive Assistant, Mary Lopez reminds all members about the importance of documenten-

Documentation is the step of collecting the evidence — (mostly on paper) that will support your grievance case. Collect as much information as you can; you can never be sure which piece of evidence will turn

the case in your favor.

If you need to make copies or fax paperwork for your union related issues you are welcome to come by the office. Just be sure to call us at 571-8884 in order for us to best



AUGUST 2011

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Fax: 520-571-887
www.afscme449.org

City of Tucson Election Dates:

Primary Election - August 30, 2011
General and Special Election -
November 8, 2011

August Calendar of Events

TUSD Division Meeting:

Sat., Aug. 13 at 9:00 a.m. sharp!

IBEW Union Hall
750 S. Tucson Blvd.

El Rio Division Meeting:

*Please note meeting date change

Tuesday, Aug. 10th at 6:00 p.m.

El Rio-Congress Auditorium

City of Tucson Division Meeting:

(Every 2nd Wednesday of the Month)

Wed., Aug. 10th at 5:30 p.m.

AFSCME Conference Room

PCC Division Meeting:

TBA, For more info:

Contact Chair, Virginia Ortega



El Rio Labor/Management Meeting:

Tuesday, Aug. 16th at Noon

El Rio –Congress Auditorium

Local 449 Eboard Meeting:

(Last Wednesday of the Month)

Wed., Aug. 31st at 6:00 p.m.

AFSCME Conference Room

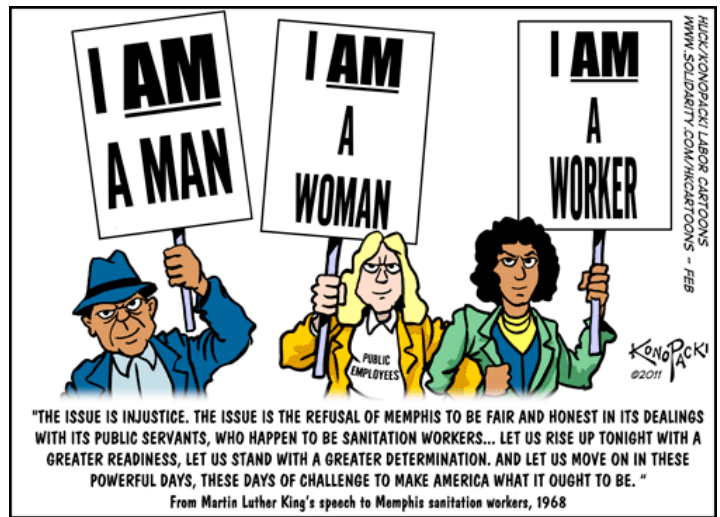
SAVE THE DATE!

LABOR DAY PICNIC,

MONDAY, SEPT 5TH

10 AM TO 2PM

REID PARK BANDSHELL



Union Plus Scholarship Money

Helping union members and their children attend college. Union Plus has distributed over 3.2 million scholarship dollars.

Apply online for the 2012 Union Plus Scholarship. Deadline: Jan. 31st, 2012. Amounts range from \$500 to \$4,000. Scholarships are for study beginning in the Fall of 2012.

Visit www.unionplus.org to apply!