

**From:** Liz Bettencourt  
**Sent:** Friday, July 06, 2012 9:05 AM  
**Subject:** President's Message - July 6, 2012

Members:

I hope you all had a great *Independence Day* holiday. There are a few things to report in this week:

**Grievance Resolution** – We are happy to report that we have a resolution on the sick leave buyout grievance. As you will recall, during negotiations we agreed to a one-time buyout of sick leave hours over 480 hours. Later, when the payments were made, Labor Relations had unilaterally decided to exclude differentials in members' hourly rates even though they are included on everything else and have been included in sick leave payments for years. The timing for the final payout is being determined now.

**Safe Clean Water** - Dave Matthews, VP of Outreach, Mala Magill, VP of Grievance and I met with officers from ES and PMA to discuss the District's Safe Clean Water initiative in the context of labor's support and role should the District move forward with placing the initiative on the ballot. After much discussion, the three unions submitted a joint letter to the CEO and Board Chair indicating our willingness to support the initiative, given the very good survey results, when we have had the opportunity to fully review and provide input to the plan. (see attached)

**New HR Deputy** – Our thanks to CAO Olga Martin Steele who afforded us an impromptu opportunity to meet briefly with her and the new HR Deputy, Grant Lee this week. I was able to give him information about our bargaining unit and Union, talk about our general philosophy and also talk about how this organization has changed, particularly over the past 18 months. We are looking forward to working with Grant and hope to foster a professional and collaborative relationship that will benefit our members and the organization as a whole.

**Draft Strategic Action Plan** – Although we took a bye on our business meeting in July, the Executive Board has not been idle! We are fleshing out the draft Strategic Action Plan as I write this to you. The Action Plan describes in more detail what actions we will take to implement the eight strategic initiatives in the strategic plan. Thank you to those members who provided feedback on the Strategic Plan—your comments have been incorporated. We will send the draft out to you in time for you to review before our August 1 membership meeting. This is an ambitious plan and we will need to work together to implement it. There will be lots of opportunities for members to get involved at many different levels.

Remember, *each of us* is “the Union” and together we make it strong.

Have a great weekend!



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