

**From:** [Liz Bettencourt](#)  
**Subject:** President's Message - March 6, 2014  
**Date:** Thursday, March 06, 2014 3:30:50 PM  
**Attachments:** [image002.png](#)

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Members,

Great membership meeting yesterday! We had some quality interactive time, especially on the topic of negotiations. Our thanks to everyone who came and participated. Also thanks to **Michele Keefhaver** and **Cathy Paramo** for coordinating logistics and lunch.

### **Negotiations**

As announced “officially” at the membership meeting, our 2014 Bargaining Team (BT) is in place. BT members are: **Liz Bettencourt, Ingrid Bella, Tom Drinkard, Don Duran, Greg Gibson, Jan Ortiz** and **Michele Keefhaver**. Of course, we will be anchored by our trusty AFSCME Business Agent, **John Tucker**. Our contract support teams will be announcing meetings soon—remember you can participate on any of them—we need all the assistance possible. We handed out flyers at the meeting for posting on your bulletin boards or in and around your workspace. The PDF of the BT ([here](#)) and the BT Support Committees ([here](#)) will be posted on the website today.

### **Members on the Move**

Congratulations to Meenakshi Ganjoo on her recent promotion to Senior Management Analyst. Meenakshi makes the move from District Communications to the Office of the CEO.

### **District's Workforce Satisfaction Survey**

We heard you loud and clear! *Now you need to tell management*. Seriously, we have heard from many members whose reasons for not responding to the survey range from fear of retaliation if you say what you feel, to the opposite side of the coin, no one listens to what you say so why bother?

There's a quote I found years ago that I often remind myself of: *“The probability that we may fail in the struggle ought not to deter us from the support of a cause we believe to be just.” Abraham Lincoln*. Easy enough to say, I know, but it strikes a chord with me. I think of it this way—am I doing my due diligence to our community by holding back my opinion? Will we be the best water agency in the State if I keep silent about the things I feel are wrong? The answer is a big fat NO, my friends.

Let's be honest, if the district really wants to find out which computer a survey response came from, it can be done. **But so what?** State the truth, don't use abusive or offensive language, and don't make threats—you cannot be persecuted for stating your opinions and

perceptions. So, please take a few minutes and answer the survey the way you really feel. I promise you, your voice will have made its mark.

Enjoy the weekend and stay safe!

*Liz Bettencourt*

**President, Employees Association**

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