

**From:** Liz Bettencourt  
**Sent:** Friday, May 10, 2013 10:32 AM  
**Subject:** President's Message - May 10, 2013

Members:

I have a couple of updates for you as we head into this Mothers' Day weekend:

### Discipline Guidelines

As you know from our previous membership meetings and officer reports, EA, ES and PMA attended a series of meetings with Labor Relations to review and discuss management's proposed changes to the discipline guidelines. For clarification, the guidelines are a separate document (which the MOU supersedes) intended to be used as a guide to employees and managers alike. It calls out basic expectations of performance and behavior and the level of discipline which may be considered should a violation occur. The basic premise of progressive discipline has been upheld and the document is now final. We will have it posted on our website on Monday. In addition, we are planning a brown bag at noon on May 21 to review and discuss the guidelines with all interested members. We'll have more information out very soon.

### Uniforms

As responsible representatives of the interests of all the district staff we represent, we encourage members to use your uniform allowance wisely. Having said that, *let me reiterate that there have been no changes to the uniform policy. There is no restriction on any one piece of clothing—including jeans.* If you have submitted reimbursement requests in the last six months, and have been turned down or paid in part for the total cost, please notify **Steward Janell Hillman** or **VP Grievance Mala Magill** as soon as possible.

### Members on the Move

The Officers of EA want to wish a heartfelt thank you and best wishes to two long-time members who are hitting the retirement road. **Danny Karnes**, Senior Maintenance Worker in West & Guad Field Ops Unit has retired as of May 9, 2013; and **Larry Bosworth**, Senior Maintenance Worker in the Coyote & Pajaro Field Ops Unit is retiring the end of the month after 34 years of service. Congratulations to both and may they each enjoy a long and happy retirement!

Have a great weekend—and for all the moms out there, enjoy your Mothers' Day!

*Liz Bettencourt*

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