

From: Liz Bettencourt
Sent: Friday, October 26, 2012 5:00 PM
Subject: President's Message - October 26, 2012

Members:

Here are a couple of things we felt were important to mention to you this week.

CLEAN UP OF HOMELESS ENCAMPMENTS

As we have reported previously, our members in Watershed Operations have been increasingly called upon to work in and around illegal encampments on district property. They have faced potentially dangerous situations and exposure to infectious disease. Our concern for their health and safety grows.

VP of Grievance **Mala Magill**, and Steward **Don Duran** are on it. In a recent memo to management, Mala wrote: *"We understand the tremendous challenge facing the district on the illegal encampments issue and appreciate that managers in the Watershed Operations area are trying to balance multiple factors in seeking solutions. In fact, the staff in field operations was notified that their unit managers will be working to establish new PPE for working on encampment cleanups which is commendable. Still, the fact remains that our members are not only being pushed beyond the boundaries of their job spec, but also into situations that put them at significant risk."*

EA has asked to meet with Labor Relations to discuss what alternatives management is considering in order to comply with existing job specs and to address the working conditions.

UNIFORM TAX MESSAGE

As part of the settlement in the Uniform Tax grievance, management agreed to work with EA Stewards **Ingrid Bella** and **Janell Hillman** to draft a clear communication to staff on what has transpired. The message below was sent out specifically to those employees who are identified as users of the uniform program. We thought you should all see it, too.

Uniform Tax Update

There is now a schedule for the quarterly uniform payroll tax (please see below) that went into effect January 2012. In accordance with the Internal Revenue Service regulations, the value of items or reimbursement amounts received through the Uniform Allowance and Acquisition Program are considered taxable wages.

Each quarter, Payroll will include in your paycheck the value of the uniform (s) purchased (through the District online Uniform Ordering and Tracking System) or reimbursement amount (e.g. jeans) received in that quarter for tax purposes. This tax will increase your earnings (not your pay) for the pay period in which the value is included. This increase in earnings will be taxed at the appropriate IRS tax rate for your personal tax situation.

Below are the pay check dates that will reflect the Uniform Tax:

For Items Ordered/Reimbursed in	Pay Check Date
FY 12/13 Quarter 1	October 18, 2012
FY 12/13 Quarter 2	December 13, 2012

FY 12/13 Quarter 3	April 18, 2013
FY 12/13 Quarter 4	June 13, 2013

Please note: To facilitate accurate year end reporting, the uniform online ordering system will be closed during the months of December and June of each year.

In closing, please remember we have some vitally important propositions and measures on the ballot for November 6—go to the EA website for lots of information, or contact VP of Outreach **Dave Matthews** if you have any questions.

Have a great weekend!

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