



# AFSCME Local 2960 News

American Federation of State County and Municipal Employees, AFL-CIO

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Don't forget to check the union hall info out on the web at: [afscme2960.org](http://afscme2960.org)

Editor: Frank Piccioli

## From the Presidents Desk *By Nancy Gray*

By now you should have received your ratification notice on the tentative agreement reached with the City of Phoenix for the 2010-2012 M.O.U. The concessions along with the 2% food tax approved by the City Council will save approximately 170 jobs in our unit.

Our negotiations team was not happy about agreeing to concessions, but unfortunately the City didn't leave us a choice. If we didn't come to an agreement with the City voluntarily then the City Council would determine what happens. In these rough economic times and with the City's focus on saving money, they would take the concessions from whatever brought the quickest money – wage cuts, delayed merit increases or suspending longevity. The City Council can only give a one year contract so we would be back at the negotiations table next year. If the economy took a downturn or the City lost state shared revenues the City might ask for more in concessions. We tried to minimize the loss to our members with the concessions chosen. At least with a furlough day there is some benefit to the employee since they get a day off. No one is losing their merit raise or longevity pay. We also did not agree to raise

employee paying 20% to 25% as some other units have considered.

By settling the contract before the City Council approves the budget on March 2<sup>nd</sup> we were able to save jobs that would have been lost had we not made concessions. Those positions would be eliminated on April 5<sup>th</sup>.

By agreeing to concessions and not having them imposed on us, we are guaranteed that all wages and benefits cut or suspended will be restored on June 30, 2012. We also have language that if the economy improves a raise may be possible.

Never in my twenty-five years as President of this local has the City of Phoenix ever asked for concessions. These are challenging times. Arizona is not the only state having financial problems. Employees in other states have been faced with everything from 5% pay cuts, 35 hour work weeks and eliminating paid personal days and holidays in Ohio to 5.2% pay cuts, 8 furlough days and eliminating uniform allowances in Tulsa. Hawaii employees are paying a higher portion of their health insurance and working a four day work week. California employees are taking 104 to 156

hours of furlough time annually. Las Vegas employees took an 8% pay cut over the next two years. I am furnishing this information to you to show that we are not alone in this problem. I hope no one is selfish enough to say "Who cares what other cities are doing?"

Unfortunately, with the number of unit members we have lost over the past couple of years and faced losing this year we could not idly sit by and do nothing. Remember – the job we are saving may be yours or your co-worker's which would affect you on a daily basis.

As always on behalf of the Executive Board, we thank you for your support.

### NOTICE OF NOMINATION AND ELECTION

In accordance with the AFSCME International Constitution, notice is hereby given that nominations and election for up to 5 delegates and alternates for the 39th International AFSCME Convention in Boston Mass from June 21– July 2, 2010 will take place at Local 2960's office located at 3909 North 16<sup>th</sup> Street in Phoenix, Arizona on March 9th at 5:30pm

To be eligible for election to this office a nominee must be a member in good standing of the local union which means they have been a dues paying member of Local 2960 for one year.

Please update the Union Hall for any Health and Welfare requests as well as members who are ill or have lost loved ones.  
Call: 602.254.3966 or go to our website at [www.afscme2960.org](http://www.afscme2960.org)



**The following union brothers and sisters have put in a request for Leave Donations:**

**Pamela Jones** – has exhausted all available leave time and will be off intermittently due to medical reasons.  
– **Communications**

**Antonio Garcia** – has exhausted all available leave time and will be off intermittently due to medical reasons.  
– **Transit Bureau**

**Our Deepest Sympathy to the Families of our Brothers and Sisters who have passed. Our prayers are with you.**

Fred Montoya – DSD

Patty Dana – Police Communications

Tnaya Davis – Water



**Local 2960**  
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**Phoenix, AZ 85016**

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*The Weekend*



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