



## Major News... Change in Officers

By Arlene Muniz

Hello AFSCME Members,

I bring this notice to you as a result of much thought as to what would best serve our union at this time. I have decided to step down as Chairperson. Bob Wise will be assuming the responsibilities of the chair and Mike Gonzales will be stepping up to the Vice-Chair position. I will be taking over the role of the Chief Steward.

This past 1 1/2 half years has brought forth many grievances. In dealing with these matters, I have found the following issues need my full attention:

- Steward training - I plan to increase mentorship and monthly trainings for the stewards.
- Grievances- We are seeing an increase of matters that require my

direct attention.

- Organizing-We must focus on gaining members to our union.

These matters are very important and essential to the works of our union. We have made every effort to represent you at all levels that affect you in your workplace! We have made great strides these past years in working with management and the Board of Governors in strengthening policies that affect you. But...there is always room for improvement.

In closing, it has been my pleasure to serve you in my many capacities of our union, but because of the needs the union is faced with, I must make this change. In May 2010, I have the utmost confidence in both Bob and

Mike that they will provide our membership with great experience and dedication that will lead us into the next year. I have so much gratitude to these fine officers for their assistance to me these past years. We look to you to bring any assistance and/or suggestions you can offer in our growth! Please join me in welcoming and offering your support to them. Also, be advised that elections will be held for all officer positions in May 2010. Thank you for your continued support! Have a Great Holiday!

In Solidarity,

Arlene Muniz

AFSCME Chief Steward  
PCC-Division

## From the Chair

By Bob Wise

I'm happy to help my union brothers and sisters in any way I can, including filling in as Chair until our next election cycle, in May. Arlene Muniz has the biggest union heart I've ever known, but no one person can do everything. Arlene has been trying so hard to handle most of the grievances, discipline representation, steward training and mentoring AND managing the administrative side of our union. She has had the benefit of a great Chief Steward in Mike Gonzales, who has put in so much of his free time in representing us, but training and coordination, she's handled herself.

She's also been training both Mike and me about the administrative side for some time now. Poor student that I am, I'm glad Arlene Muniz will still be close at hand for all I still don't know. I promise to do my best to continue to coordinate with and learn from Arlene.

Nobody can bring our steward training efforts back up to speed better than Arlene, so I understand and support her decision. You should know that this move is fully supported by Bruce Slabaugh, our AFSCME Local 449 President.

In Solidarity,  
Bob Wise, AFSCME Chair, PCC Division

## Voting for your 2010 Meet & Confer Team is going on at

<http://afscmepcc.org/forum/index.php?topic=113.0>

This poll is open to AFSCME members only. It will stay up for 7 days. The results will not appear until the poll has expired, after which the software will show us the results. This process is completely automatic.

The team will consist of Arlene Muniz (spokesperson and Chief Steward), Mike Gonzales (Vice-Chair), Ken Riley (AFSCME International Representative), and the three nominees from above who garner the most votes.

Please help by making sure that all AFSCME members know about and can access this poll. If anyone cannot access the forum, please have them contact me at [wise@afscmepcc.org](mailto:wise@afscmepcc.org), 206-7692, or 661-3259.

**Ken Riley**, AFSCME representative for Local 449, will join us as a speaker at our December 17th meeting.

# Notes from the November 2009 AFSCME Division Meeting

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Members present: Arlene Muniz, Bob Wise, Bob Brodie, Walter Silvas, Ana Joseph, Virginia Ortega, Fred Duren, Andrew Higgins, Ann Myers, and Gary Lamphere

Guests: Sandra Hallenbeck and Rita Carpenter

## I. Meeting with Brenda Evan, Vicki Marshall, and the Chancellor

- a. Meeting was to discuss changes resulting from 40-hour week that were not part of the approval plan
- b. People are losing money through the mandate of a one-hour lunch period
- c. Some supervisors had approved exceptions, but were overruled.
- d. Brenda and Vicki appreciated the information and the Chancellor indicated that he was available for further discussion on the matter.
- e. A letter is being prepared to give the Chancellor more information about this.
- f. PCCEA has sent a similar letter to the BOG.

## II. Student Services Reorganization

- a. According to some members, training and upgrades were applied before new job descriptions were written. HR is putting the new criteria together after the promotions.
- b. In the past, for reorganizations, AFSCME members would sit on committees for position reviews. HR didn't do it without union input. AFSCME will inquire about reconstituting this process.
- c. According to one member, for some of the job descriptions they are changing, they want to change the language to exclude people with disabilities. AFSCME will check into this.

## III. Professional Development

- a. We need to become more active, encourage more people to apply.
- b. Over \$70,000 in the fund.
- c. Since the suspension of step development, people aren't using it as much.
- d. Member stated not enough training opportunities, instructor-led or online for trades.
  1. Professional development is very open to adding anything needed, contact your supervisor or management crew with suggestions to take forward. "Ask and you shall receive" was message in Meet & Confer.

## IV. Internal Employment Opportunities

- a. The Chancellor is adamant that only lateral transfers can be applied for through internal opportunities.
- b. Strategies to deal with this opposition to an important issue were discussed.

## V. Communication Protocol

- a. Started at DO and has spread to facilities – employees who email anyone in the College must copy his/her supervisor and the supervisor of the recipient.
- b. AFSCME has requested a copy of the protocol.

## Notes from the November 2009 AFSCME Division Meeting—cont'd

- VI. Doreen Armstrong has indicated that the AFSCME Staff directory list will be pulled dynamically from Banner and renamed to something like nonexemptstaff, eliminating the need to maintain the list manually.
- a. Arlene will check on a timeline for this job.
  - b. Arlene will ask for ownership to be transferred to Virginia Ortega, AFSCME PCC Division secretary, so she can begin to update it, rather than wait for the promised solution. We still are waiting for an updated list from HR, so this can happen.
  - c. AFSCME members, which is up-to-date, will continue as-is.

### VII. Grievances and Representation

- a. Officers will no longer meet outside of work hours to work on representation.
  1. Arlene Muniz will be at the Union Hall on Wednesdays from 2:30-5.
  2. Bob Wise will be available by appointment on Fridays from 3-5.
  3. Mike Gonzales' schedule will be submitted shortly.
  4. Stewards will collect information and then submit cases at the above times.
  5. This replaces the grievance committee.
  6. A meeting will be set up with HR leadership to advise them of this change.
- b. Additional steward representation is being trained for NWC and DVC.
- c. We need to recruit a steward for CC.
- d. AFSCME will work to tighten up the language allowing officers and stewards 15% of weekly schedule to work on grievances and disciplinary representation.

### VIII. College Email

- a. For confidentiality, it is preferred that non-exempt employees use the forum's private message feature, rather than College email.
- b. One shouldn't put anything in the College email that one wouldn't say in a roomful of people.

### IX. Workgroup to Review the Personnel Policy Statement for College Employees (Common Policy)

- a. First Meeting will be December 4<sup>th</sup>.
- b. Arlene Muniz and Bob Wise will hold the AFSCME seats for this committee.

### X. Newsletter

- a. Ann Myers made a call for content for the December newsletter.

### XI. Meeting was adjourned

