

SPECIAL BULLETIN

Contract T.A. Re-Vote Results

The California Association
of Professional Employees

Technical Support Unit
August 17, 2015



CAPE Members Approve Tentative Agreement from May 2014; End Long-Running Contract Dispute with Districts' Management

In early August, Technical Support Bargaining Unit CAPE members held a **re-vote** over the Tentative Agreement (TA) their CAPE Bargaining Team reached with Districts' Management in May 2014 for a successor MOU for the Unit's employees.

The members' confidential ballots were tallied the morning of August 12th, and by a slim margin, **the TA was ratified** by CAPE members. The outcome of the re-vote was delivered to management representatives that same afternoon.

Technical Support Unit employees had been working with an expired wage and benefit contract MOU since July 2014. Assuming the Districts honors the members' re-vote, the new contract will take effect immediately and certain terms will be implemented as soon as September 1, 2015. The new MOU will last through June 30, 2019.

WHAT CAN TECHNICAL SUPPORT UNIT EMPLOYEES EXPECT NOW THAT THE T.A. HAS BEEN RATIFIED BY CAPE MEMBERS?

On the issue of wages, management indicated they will apply a 2.75% salary reduction effective September 1, 2015, and salaries will then be readjusted by applying the new CPI formula to July 1, 2014 (1%) and July 1, 2015 (0.5%). This will result in a net salary reduction of 1.25%. Future salary adjustments will follow the newly approved CPI formula as indicated in the TA.

Additionally, effective September 1, 2015, affected Technical Support Unit employees will begin cost sharing of their medical plan premiums at the same level as other Districts employees. The new *Employees Contribution to CalPERS* provision of the TA for employees hired before July 1, 2013 will start with a

0.5% employee contribution on July 1, 2017 and an additional 0.5% employee contribution on July 1, 2018, provided the corresponding COLA is equal to or greater than 1% in each year.

Other changes to the Technical Support Unit MOU resulting from the new Agreement include the following:

- Negotiation re-opens on salary inequities in 2016 & 2018 and one non-economic issue in 2017.
- A new penalty requirement on management for late schedule changes in the Treatment Plant Laboratory Group (TPL) and a reorganization of the TPL and River Labs Groups.
- A modest increase effective July 1, 2017 in the "Meals Allowance" for employees who work outside the Los Angeles Basin or for more than 12 hours in a single shift.
- A new Construction Inspectors License Reimbursement provision.
- A guarantee that longevity service/incentive pay will remain pensionable for all retirees and employees hired prior to July 1, 2014.
- An increase in the auto allowance fixed amount for regular use drivers from \$100 to \$150 per month.
- An increase in the Life Insurance benefit for Technical Support Unit employees from \$20K to \$50K effective July 1, 2017.
- A new safety work boots reimbursement provision effective July 1, 2017 for employees in the Industrial Waste Inspectors, Construction Inspectors, and Engineering Technicians (Industrial Waste Group only) classification series.

In reaching this Agreement, the CAPE Bargaining Team resisted for as long as possible the takeaways that other Sanitation Districts' groups accepted several years ago.

(Continued on reverse...)



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Our CAPE Team exhausted every option available – including more than a year of contentious negotiations, mediation, and fact-finding processes – to attempt to achieve a fair resolution to the contract dispute. Once it was clear no more progress could be achieved in contract bargaining, per CAPE’s long standing practice, we let the members vote to decide.

MOVING FORWARD...

We understand this outcome isn’t what every CAPE member wanted. Nonetheless, the newly ratified contract represents the best possible agreement that could be achieved under the circumstances. The new MOU also provides stability moving forward.

CAPE and our bargaining representatives continue to believe that Technical Support Unit employees, and all Districts’ employees for that matter, deserve better treatment from management for your work and dedicated service to the Districts. Fair treatment, however, can’t be hoped for it must be earned. **We must strengthen our collective voice through CAPE to achieve it.**

We strongly urge all non-members in the Technical Support Unit to step up and join CAPE today! For a membership application, visit <http://www.capeunion.org/join-member-benefits>.

We wish to thank all CAPE members for their participation and support of our bargaining representatives during this most difficult round of wages, benefits, and working conditions contract negotiations.

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