

ACE-AFSCME

Newsflash

Local 2250, AFL-CIO

September 1, 2011

Welcome Back Brothers and Sisters; Hope you all had a great and exciting summer!

As we all know, all Prince George's County Public School employees have faced rough times in the past FY 2010/2011 budget. We had to react to unforeseen circumstances. As a result of these events, AFSCME Local 2250 has reached out to our International Union for resources and we would like to inform our members what we're planning, as a team, to correct the situation.

To start, this team work will be known as MAT (Members' Action Team). This team will include your chief stewards, assistant chiefs and lead stewards. The goal of the plan is to be more proactive not reactive to the major issues facing us in the FY 2011/2012. Some of our concerns are: budget cuts, layoffs, working conditions, and poor benefits.

MAT will be provided with education and training covering, leadership, research and collective bargaining, political action, public affairs, and member mobilization. The training will educate the leadership on how to go out and speak with members, your community, and getting them involved with issues that affect not just the school system but the entire community. Upon completing the leadership training, members will be asked to step up, get trained and then take a more active role in their union. While doing this we must continue to keep the education of our children our main focus along with their safety. Therefore, this means holding the right people **ACCOUNTABLE**. **GET INVOLVED** and **GET ACTIVE** by forwarding all your concerns to the union office. Please call 301-809-0472 and fight for what is right.

CONTRACT NEGOTIATIONS

As of June 30, 2011, the contract between the union and the BOE technically expired. As a matter of law, when a labor contract expires, the employer the (BOE) has the ability to implement their last contract offer. The union and the BOE signed an agreement to extend the FY 2011 contract for other 90-days while both sides continue negotiations. In agreeing to this extension, the BOE refused to pay any allotments, differentials, or stipends during the 90-day extension. The union was opposed to eliminating certain differentials and/or stipends that members had been receiving in FY 2011. We signed the agreement to protect the other rights that would continue in the contract that was about to expire.

As of the end of July 2011, the two sides have met three (3) times. The initial proposals have been exchanged and discussed. The BOE's position is that there are no additional monies for salary increases or the restoration of allotments, differentials, or stipends and that all BOE unions have been offered the same pay packages. Negotiations will continue with three (3) additional dates set for mid to late September 2011.

GRIEVANCES

The union's field representatives have been busy following up on numerous grievances. Two major grievances have been filed and are working their way through the grievance process. The first grievance deals with the contracting out of maintenance work which resulted in some of our members being laid-off. The second grievance involves the loss of differential pay for those members who received them in the 2010/2011 FY. In both cases, the BOE stated that either the contracting out of work was cheaper than having it done internally or that the BOE did not budget any monies for allotment, differential, or stipend pays for 2011/2012 FY.

The union's field representatives as well as AFSCME International Union have filed the Freedom of Information requests with the BOE requesting contract information and Request for Proposals (RFP) of all contracted out work involving the Maintenance Department. Through this request, the union hopes to identify potential wasteful spending and in the process get our members rehired to perform the previously contracted out work.

These issues will not be resolved overnight. To gather the information and put it into a useful format is very time consuming. Please be patient while we work through these and many other issues.

COMAR

Transportation Chapter – COMAR regulations have a major impact on drivers and attendants, both while at work and in your personal lives. As an example, did you know that COMAR 13A.06.07.06 and 13A.06.07.07 states "An individual who pleads guilty or nolo contendere with respect to, is placed on probation before judgment (PBJ) with respect to, or is convicted of an offense listed as criminal is disqualified from operating or serving as a school vehicle attendant for a minimum of 10 years".

If you are an MSEA member, please contact your MSEA attorney, through our union, for advice and guidance immediately after your arrest. If you are not an MSEA member, please advise your personal attorney of this COMAR statute immediately so as to ensure your personal attorney does not jeopardize your employment.

Daniel Besseck, Executive Director