

8,400 PUBLIC EMPLOYEES IN PUBLIC SERVICE

Riverside County Court

Discharge Rescinded!



Linda Jefferson, Kimberley Willford, and Kathie Delgado

When Court employee Kimberley Willford was on sick leave, she went to the doctor and he gave her a note excusing her absence and advised her to return to work after 5 days. Kimberley didn't realize that the doctor's note did not cover the full amount of time she was off.

When she returned to work, her supervisor advised her that she would be considered AWOP (absent without pay) for two days because the doctor's excuse did not cover those two days. That same day, Kimberley returned to the hospital to get an additional note for the remaining two days. When she brought it to her supervisor, the Court thought that the note was suspicious and alleged that the note was forged, and Kimberley was discharged.

Local 777 Representative Linda Jefferson, with assistance from Representative Kathie Delgado, took the case to arbitration and argued that there was no direct evidence of forgery. The arbitrator agreed, stating that the Court did not fulfill its burden of proving that there was just and sufficient cause for her discharge. The arbitrator also stated that Kimberley's testimony was credible and that she should be reinstated and made whole. Kimberley returned to work after nearly a year, with full back pay!

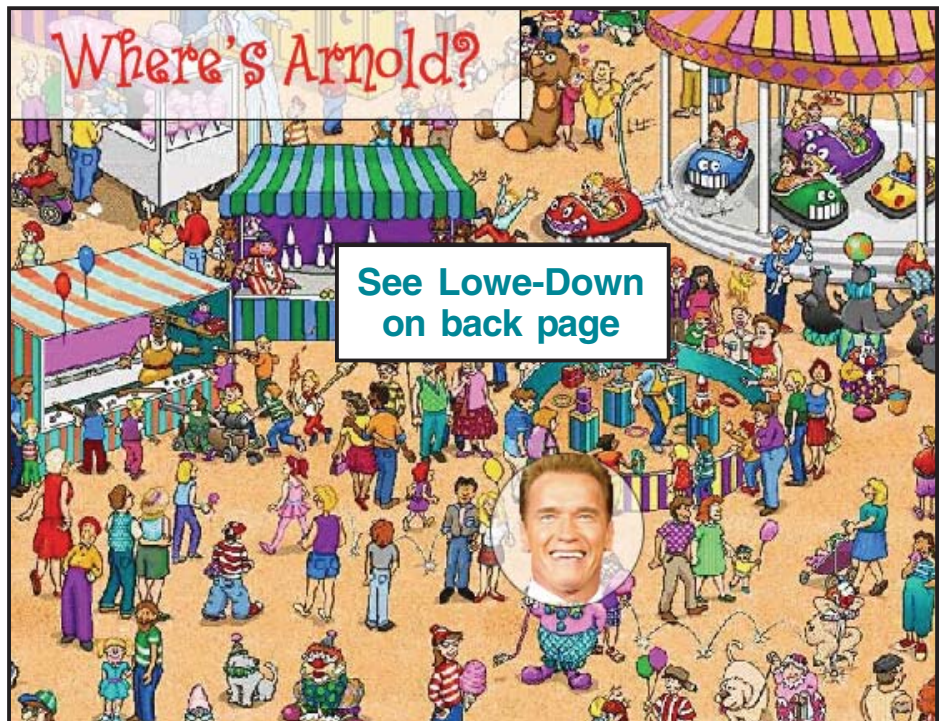
Settlement for Riverside County!

Riverside County employees recently ratified— by a strong margin—a new 4-year MOU with major raises. The employees already received a 4% across the board raise effective retroactively to July 1, 2006. There will be raises of 2.5% in 2007, 2008, and 2009, along with three additional steps, one each year, representing 2.71% for each step. Members who are at the top step will receive 19.63% during the life of the MOU, while those that continue to move up the scale will receive at least 8% per year.

Additional highlights include: sick

leave cashout from 50% to 100%; doubling from \$1,000 to \$2,000 per month the County's contribution to the short term disability program; additional parity adjustment increases for many members; tool allowance; Detention Differential; and a lot more.

Special thanks to the negotiating committee, which put in a lot of time on this. They include President Sandra Brown, Vice-President Jack Mosqueda, Board Member Maria Ochoa- Flynn and Sgt. at Arms Gloria Tate-Clark.



November 7 Election Endorsements
See pages 4 & 5

Recognition for John Trichak



Riverside County member John Trichak, an Engineering Technician in the Transportation Department was featured in an article in the Los Angeles Times recently, discussing his job approving street names for Riverside County. The article explains how difficult it is for John when he approves names for new streets in new developments. John Trichak has special criteria, which “rejects names that are too common, too long, hard to pronounce or spell, or similar to others nearby.” Congratulations, John, on recognition truly deserved.

Riverside County – News Briefs

• Evaluation Issue Resolved

When Hospital Information Technology User Tech Mike Gardela was presented with a “below standard” evaluation, he questioned the fact that the evaluation had the same ratings as the previous year, which said “meets expectations.” Mike’s supervisor had not signed the evaluation, and the County therefore tried to say that he hadn’t actually been given the poor evaluation. Representative Linda Jefferson took the grievance to the second step, where the union prevailed.

• Bilingual Pay Grievance Resolved

In 2004, the Riverside Department of Child Support Services (DCSS) implemented a new bilingual pay policy. However, about 25 employees were told that they did not qualify under the new policy rules and that they would not be allowed to take the test.

Local 777 Staff Supervisor Stephen Switzer filed a grievance stating that Child Support Interviewers & Specialists were

clearly translating legal documents and should therefore have the opportunity to test and place.

The case went to arbitration, which resulted in the County agreeing to have an expedited test and interview process. Stay tuned for an update on this story.

Have you moved?

If you have, please call or fax one of our offices with your new address: Riverside — 951-682-4590 (voice), 951-682-4592 (fax); Los Angeles — 213-380-6678 (voice), 213-380-6685 (fax).

Or, you can update your information using our quick and easy online form at: www.liuna777.org/address.htm.

Also, please let us know if your beneficiary has changed, or you have recently married and changed your name.

City of Indio

Innovations in Indio

The City of Indio recently completed a classification and compensation plan. In the most recent negotiations, all the City unions got together in a Labor-Management Committee formed with the purpose of completely revamping all of the contracts.

The Labor-Management Committee was formed to figure out how to implement the new plan. LIUNA, SEIU, the Indio Police Officers Association and the Police Command Unit looked at all of the union contracts and selected the best aspects of each contract to put into each of the unions’ new contracts, which for LIUNA members extends to June 30, 2009. The new salaries based on the classification study will provide significant pay increases, up to 31% for some classifications, as will the move to get all employees in the City on the same pay grid.

Included in the contract are raises in 2007, 2008 and 2009, which will be between 3 and 5 percent, based on the Consumer Price Index for each year. This year’s raise will be 4.5%. In January 2007, there will be a major increase in the flexible spending account contribution as well.

Local 777 Representative Kathie Delgado would like to thank the Labor Management team of Bob Smith and Gloria Conway for their participation in the negotiations.

Riverside County–Rubidoux

Rubidoux Settles

Rubidoux Community Services District recently finished bargaining for a new three-year MOU, which includes 5% raises each year of the contract, a substantial increase in the medical contribution, and an agreement to do an actuarial study and possibly implement CalPERS E.P.M.C. Representative Paul Bechely would like to thank member Bonnie Bershers for her assistance during the contract negotiations.

Riverside County

Two-tier Retiree Rate Imposed

On September 22nd, the Riverside County Board of Supervisors voted to establish a separate medical rate for all pre-Medicare retirees, effective January 1, 2011.

Employees whose retirement date pre-dates January 1, 2009 would receive a subsidy until January 1, 2011. Employees retiring after January 1, 2009 would receive no subsidy.

Despite protesting this action as illegal the County went ahead with this. As we go to press, Local 777 is looking at the appropriate legal action to take, as the law governing this issue stipulates that there is an obligation by the Employer to Meet and Confer before deciding upon any changes affecting wages, hours, or working conditions. The County's position is that the union does not represent retirees. County membership will be notified as soon the appropriate action is taken.

City of La Quinta

New MOU!

La Quinta members recently approved a new MOU, receiving 4.8% for the first year, with the subsequent two years' increases based on the Consumer Price Index, with a minimum raise of 3% and a maximum of 5% per year. Local 777 was also able to negotiate a parity and classification study, to be completed within the first year of the contract, along with an insurance reopener.

LOCAL 777 MEMBERS SAVE \$\$

Local 777 members saved over \$1,700 in 2005 with free notary service. Members also purchased \$110,000 in entertainment discount tickets, saving \$18,500 off the regular price!

Riverside County

Marathon Member



Luana Ball (center, in pink), Riverside County member, ran in the Los Angeles Marathon this past spring, and was invited to attend a special Marathon Media Luncheon for people with exceptional stories.

This was Luana's first marathon, which she did to keep a promise she made to her father last year. At the urging of her father, Luana had gastric bypass surgery when she weighed 350 pounds. As Luana and her father watched the 2005 L.A. Marathon broadcast in her hospital recovery room, Luana made a promise to her father that she would be running in the Marathon in 2006. Luana's father has since passed away and she dedicated her effort to him. Local 777 assisted Luana by sponsoring her in the Marathon. Great job, Luana!

Riverside County

Sheriff Okays Alternative Scheduling

Local 777 Representative Kathie Delgado is proud to report that after a study was performed, the Community Service Officers and Sheriff Service Officers have been approved to change to 4/10 schedules.

A committee was formed consisting of four Community Service Officers, two Lieutenants and a Captain in order to study the idea of adopting alternative scheduling.

After sending out surveys and meeting over many months, the committee recommended that the CSOs and SSOs schedules mirror those of the sworn deputies within their assigned units.

The committee also met on several other issues, and came up with recommendations of more training for the CSOs, especially those on patrol, and agreed to retrofit the light bars on the CSO patrol cars to amber instead of red.

Local 777 Representative Kathie

Delgado would like to commend the committee for their hard work, which consisted of Captain Mitch Alm, Lieutenant Brenda Shinn, Lieutenant Mark Barfknecht, Community Service Officers Gloria Tate-Clark, Rose Howard, Danny Graham, and Cynthia Gripp-Hoyos.

Riverside County

Victory for Indio CSA's and Office Assistants

When the Indio Mental Health Emergency Services clinic was shut down, all the nurses aides were transferred into positions as CSAs and Office Assistants. While Human Resources agreed that it was a permanent move, they refused to change their titles, stating that they could work them out of class for up to 480 hours.

While the move was a promotion for the Nurses Aides, they did not receive the pay or the title for their new positions. Local 777 Representative Linda Jefferson filed a grievance and took it all the way to arbitration, where the union prevailed.

SUPPORT THE CANDIDATES that support our issues on November 7!

State of California

Phil Angelides for Governor — Our issues are jobs with decent pay, affordable healthcare, and public pensions. Phil Angelides is the only candidate for Governor that shares these values.



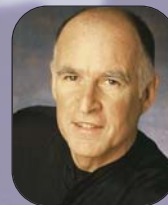
John Garamendi
Lieutenant Governor



John Chiang
State Controller



Cruz Bustamante
Insurance Commissioner



Jerry Brown
Attorney General

Riverside County



Eduardo Garcia
Mayor of
City of Coachella



David Roth
45th Congressional
District



Steve Hernandez
Councilmember
City of Coachella

SUPPORT THE ISSUES on November 7 that help working families!

STATEWIDE PROPOSITIONS

YES ON PROPOSITION 1A – Provides that all gas tax funds be used exclusively for transportation infrastructure construction and repair.

YES ON PROPOSITION 1B – Will rebuild and Repair Construction Transportation, Security and Infrastructure Bond Act

YES ON PROPOSITION 1C – Will build Low-income & Disabled Housing and Emergency Shelter Bond Act

YES ON PROPOSITION 1D – Rebuild & Repair Education K-College & University Facilities Infrastructure Bond Act

YES ON PROPOSITION 1E – Rebuild & Repair flood control infrastructure & Disaster preparedness Bond Act

NO ON PROPOSITION 89 – Creates public financing, projected at over \$200 million annually, of campaigns through corporate and financial tax increase; creates new expenditure limits

NO ON PROPOSITION 90 – Limits government authority of exercising eminent domain for private use; unknown fiscal impact for private property owners

CITY OF LOS ANGELES INITIATIVES

YES ON MEASURE H – The City would issue a billion dollars in bonds to address the shortage of affordable housing.

YES ON MEASURE R - Extends term limits for City Council members to three terms.

Voter Registration Information

Deadline to Register to Vote	Monday, October 23, 2006
Deadline for Absentee Application	Tuesday, October 31, 2006
Election Day	Tuesday, November 7, 2006

City of Los Angeles

Discipline Rescinded

Miguel Perez, Senior Traffic Supervisor I, received a 20-day suspension when wrongfully accused of sexual harassment.



Miguel Perez

Sgt. Perez was accused by a subordinate, based on the evidence presented the Hearing Officer ruled in favor of Sgt. Perez. Representative Victor Gordo was pleased the Hearing Officer found the accuser not credible, due to the fact she appeared to lie on the stand and she conjured up charges in order to avoid discipline. The department failed to present credible evidence to support its conclusion that Sgt. Perez engaged in the alleged behavior. The suspension was rescinded with full back pay!

City of Pasadena

Pasadena Settles

Pasadena recently ratified a new MOU which includes: a 4% raise retroactive to October 2005, a 3% raise in October 2006, and 2.5% more in October 2007. Domestic partner and grandchildren were added to the bereavement leave policy, and increases were negotiated in training duty pay, shift differential pay for swing and graveyard shifts, as well as additional court appearance pay.

Also included was an increase in sick leave accumulation amounts, a new tuition reimbursement program and some positive changes in the Employee Option Benefit Fund.

Representatives Jennifer Grondahl and Paul Bechely would like to give special thanks to bargaining committee members Nicki Montoya, Gregory Thomas, Linda Cox, Brenda Reynolds and Thomas Hubbard.

Airport Police

Biking for Fallen Officers

Ten Los Angeles Airport Police Officers participated in this year's Police Unity Tour. The tour consisted of over 400 officers riding bicycles over 300 miles from Florham, New Jersey to Washington, D.C. over a four day period to honor all fallen officers killed in the line of duty in 2005.

The Los Angeles Airport Police lost their first officer in the line of duty, Officer Tommy Scott, in 2005. Those officers from the Los Angeles Airport Police who participated in the ride included Officers Shawna Smith, Michael Dear, Sofia Gallegos, Michael Woodward, Belinda Nettles, Peter Trance, Loretta Jones, Efrén Orlanes, Sergeant Robert Rios and Captain LaPonda Fitchpatrick.

• Lawsuit Settlement

(Continued from page 7)

candidate shall be the pay rate established by the City for the position at the time of hire, pursuant to existing City policies and memoranda of understanding.

12. A successful candidate's seniority for purposes of a position filled through this process shall commence on the date of hire into this position.

13. The List shall remain in effect for a period of two (2) years. After two years, if no comparable position has become open for a NSC from the List, he/she will have no rights with respect to the List and the related hiring procedure because the List has expired

Remaining to be resolved is the portion of the lawsuit that challenges the City's failure to enroll the affected employees in CalPERS and make retirement contributions on their behalf. The class representatives are seeking a resolution that would require the City to pay both the City's share and the employee's share of the CalPERS contributions, retroactively. We believe a settlement is imminent on this, and we will let you know as soon as this happens.

City of Los Angeles

Suspension Rescinded

Jeffery Gilmore, Street Services Supervisor I in the Bureau of Street Services got blamed for not filling out overtime cards for his crew when they were called in to work on a Saturday. When the crew filed a grievance requesting their overtime, Jeffery was given a ten day suspension. Local 777 Representative Victor Gordo appealed the suspension, based on the fact that Jeffery was not working on that Saturday—another supervisor had been there and was responsible for filling out the time cards. A week before the hearing, the City finally realized they had the wrong guy, and they withdrew the suspension as well as all mention of it from Jeffery's file.



Jeffery Gilmore

Jeffery has since retired and is now enjoying retired life, particularly now that he has had his ten days of pay returned.

City of Los Angeles

Gute Grievance Resolved

Duane Gute, Tree Surgeon Supervisor III, filed a grievance because his subordinates were making more money than he was. After a long fight, Duane prevailed and got the 5.5% pay he was entitled to based on the MOU language. He received over **\$10,000 in back pay**, and will also receive the additional pay from now on.

Airport Police

Bidding Grievance Resolved

Katherine Seda filed a grievance when she was denied the right to bid on her days off.

Representative Jennifer Grondahl represented Katherine through the second step grievance where the grievance was resolved.

New Local 777 Officers Elected



Congratulations to the Local 777 officers recently elected for a 3-year term beginning July 1, 2006 and many thanks to Rocco Davis, Regional Manager and Vice President, and Ernie Ordonez, Assistant Regional Manager, who conducted the election.

Pictured above (from left): Michael Grace, Auditor; Stephen Switzer, Board Member; Irene Cordoba, Auditor; Ernie Ordonez; Mimi Arellano, Auditor; Fred Lowe, Business Manager/Secretary-Treasurer; Maria Ochoa-Flynn, Board Member; Rocco Davis; Jack Mosqueda, Vice President; Sandy Brown, President; Jennifer Grondahl, Recording Secretary; Gordon Carpenter, Board Member; and, Gloria Tate-Clark, Sgt. at Arms.

City of Pasadena

Lawsuit Settlement!

We all know that employers, including public employers, often “outsource” our work to payroll agencies or assign it to “temporary” employees who are temporary in name only. Now we know how to put an end to such a practice. When a public agency misuses these labels, that is, “outsources” for payroll purposes only or keeps “temporary” employees on the job for years on end, without job security or benefits, state law will permit us to put an end to these illegal practices and provide relief to the affected contingent workers.

In 2002, a group of both agency-paid and City-paid temps brought a class action lawsuit against the City of Pasadena for violation of the California Public Employees Retirement Law and the City’s own personnel rules, and Local 777 filed a related grievance. Within a few months after the suit was filed, the City ceased hiring any temporary employees of any kind for more than six months, and the litigation continued over the remedies available to those who had already been employed in violation of the law.

Earlier this year, the City and the class representatives settled the personnel rules portion of the case, and during this month members of the class (who have already been identified) will be receiving monetary payments. Class members who no longer work for the City will also be informed about job openings for which they are qualified so that they may apply for vacant regular status positions. In addition, Local 777 will be paid an amount representing the dues it would have received had the City filled the positions in question as regular status, bargaining unit positions.

Terms of Settlement

1. The City of Pasadena shall create an eligibility for hire list setting forth the names of those Non-Monetary Settlement Class Members (“NSC”), who are former over-hours

City Service Workers or temporary agency workers who worked at the City since June 1, 1994 and are affected by the Class Action Settlement Agreement.

2. The NSC shall receive a Notice of Class Action Settlement and must timely and properly complete a claim form to opt in and be placed on the List.

3. The NSC is responsible to keep the City apprised of his/her current address or any address changes. If the NSC does not advise the City of an address change, he/she will be removed from the List and will have no more rights with respect to the List and the related hiring procedure.

4. Any NSC who was terminated for cause by the City or engaged in conduct that would have been grounds for termination for cause shall be excluded from the List and will have no more rights with respect to the List and the related hiring procedure.

5. Any NSC with a record of discipline with the City shall be excluded from the List and will have no rights with respect to the List and the related hiring procedure.

6. As regular positions comparable to those previously held at the City by the NSC become open, those qualified NSCs on the List shall have the opportunity to apply for such positions.

7. The City shall send a letter to the NSC from the List, indicating that a comparable regular position has become open. The NSC will have twenty (20) calendar days following the date of postmark of the letter to apply for the position. If the NSC fails to apply, he/she will be removed from the List and will have no more rights with respect to the List and the related hiring procedure.

8. The NSC must meet the minimum qualifications for the position.

9. The NSC must complete the merit selection process for the position, including any applicable examination(s).

10. If a NSC does not pass the merit selection process for the position, he/she will be removed from the List and will have no more rights with respect to the List and the related hiring procedure.

11. The pay rate for the successful

(Continued on page 6)



The Lowe-Down

by Fred Lowe

Business Manager/Secretary-Treasurer

We've all seen the "Where's Waldo?" books. What I want to know is "Where's Arnold?" Who is he really? What does he really stand for? He has jumped all over the map so much that he could be a cartographer.

Let's look at some clues to solving this puzzle. Clue #1: we barely beat him in last year's election when he tried to eliminate our pensions, and we know 'he'll be back.'

Clue #2: his recent veto of SB 815, which would have increased benefits for permanently disabled workers.

Let's take Robert Nares for example. He is a 50-year-old construction worker who lost a leg in a work site accident, who testified in support of the bill, saying that he was given a lifetime award for the loss of his leg in the amount of \$50,702. Under SB 815, he would have been awarded \$112,585. Do we need any more clues on why we need to register and vote on November 7th? I don't think so.

Arbitration Victory

As long as Equipment Repair Supervisor Mark Clark has worked in his position in the Fire Department, he has received a 5.5 percent bonus while supervising employees working on fire ladders or lift equipment.

In April 2005, the City "reinterpreted" the MOU and stopped paying the bonus. A grievance was filed and Mark was represented at the arbitration by Representative Victor Gordo.

The arbitrator's decision was in Mark's favor and the bonus has been reinstated! Mark and the other Equipment Repair Supervisors will be made whole, receiving **several thousand dollars** each as part of the back pay award.

LABORERS' Local 777
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IMPORTANT UNION NEWS INSIDE!

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MEMBERSHIP MEETING!

DATE: TUESDAY, NOVEMBER 28, 2006

TIME: 6:00 P.M.

**PLACE: MAX WARREN CENTER
4000 TENTH STREET
RIVERSIDE**

**PURPOSE: QUARTERLY MEMBERSHIP MEETING
FOR ALL LOCAL 777 MEMBERS**

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LET'S SHIP UNION!

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Please don't patronize FedEx and DHL.

