

PUBLIC EMPLOYEES IN PUBLIC SERVICE

Campaign Promise To Protect Local Government:

TERMINATED!

“Here we go again,” said League of California Cities President Ron Loveridge, Mayor of the City of Riverside. “We know the state is in dire fiscal condition, but they’re just shifting the state deficit to local government.

“This isn’t a solution; it’s a shell game that will force cutbacks in police and fire, emergency services, after-school programs for kids and many other local services.”

SEE PAGE FIVE ON WHAT WE CAN DO ON MARCH 2 TO SAVE SERVICES AND JOBS!

City of Los Angeles

Labor-Management Committee Tackles Favoritism in Parking Enforcement



See story on page 6!



City of Pasadena

**A Million Dollars Of Taxpayer Waste
Defending The Rose — See Story
Page Seven**

***Fifth Annual
Scholarship Awards!***

See Page 7
for details.



Court Settlement Close

As we go to press an agreement on a new MOU is at hand.

Rick Rios, a member of the bargaining team, reports that "Given the uncertain future of the economy it looks as though we will settle on a one year contract."

Rick went on to say that, "With the economic climate being what it is, we really just have to hunker down and ride out the storm until things turn around."



Indio Court employees discuss negotiations.

On a more positive note there are no plans for layoffs, unlike Courts in surrounding counties.

New Figures Show Nation's Persistent Jobs Crisis

America's workers continue to struggle under the Bush administration's failed economic policies, and new data details how the economy is faltering. Year-end figures recently released by the federal Bureau of Labor Statistics (BLS) show that in December wages were flat, work hours dropped and the economy added a paltry 1,000 new jobs overall. The workforce shrank by 309,000 workers, explaining the drop in the nation's unemployment rate to 5.7 percent.

The beleaguered manufacturing sector experienced its 41st month of job loss, shedding another 26,000 positions, even more than in November. The U.S. Department of Labor also corrected its earlier rosy jobs reports for October and November, reducing job gains in those months by 51,000.

Now THIS Needs Terminating!

Amid the budget debacle UC Davis' Center for State and Local Taxation recently drafted a report on how much the state could possibly raise in property taxes if it taxed commercial property at market rates — a no-no under Prop. 13.

The report found that in Los Angeles County alone, the difference between assessed value and market value of commercial properties led to a loss in tax revenue of roughly \$840 million in 2002.

Since LA County is about 25 percent of the statewide property tax base, the report figures the statewide loss to be about \$3.35 billion.

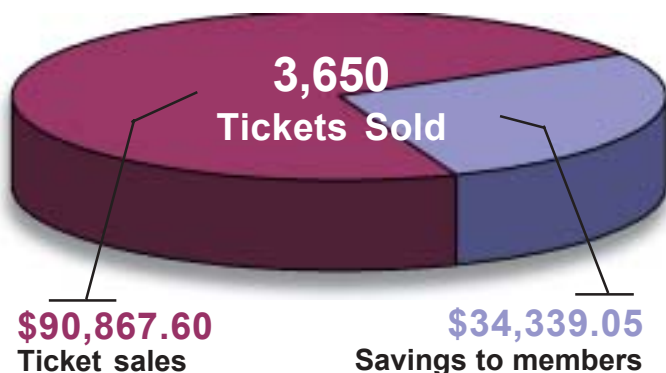
Free Notary and Copy Service Offered

The LIUNA Local 777 Riverside office offers free notary public service as well as providing up to 20 free copies—by appointment only.

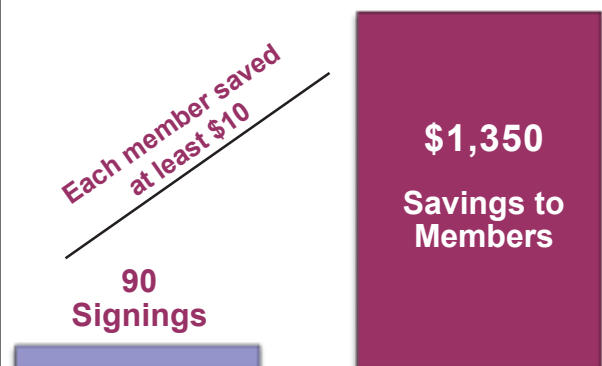
Please call our Riverside office, (909) 682-4590, for further information or to schedule an appointment during office hours.

In 2003 Local 777 Provided Two Great Member Benefits

2003 Entertainment Discount Ticket Sales



Notary Signings in 2003



CalPERS Pension Credit Opportunity!

You can now purchase from one to five years of service credit in CalPERS, thanks to legislation passed (AB 719) and signed recently by former Governor Davis, as one of his last acts in office.

You must have at least five years of service to participate, and you should act quickly, as this opportunity could be “terminated.”

Contact CalPERS at: **(888) CalPERS (225-7377)** for more information and to receive the proper forms.

Their web address is: <http://www.calpers.ca.gov/servicecredit/airtimefaqs.htm>

Three Wins In Fire!

Scheduling Abuse Ends!

A grievance filed by the Union has ended the practice of rescheduling the regular working hours for public safety dispatchers to avoid paying them overtime.

The grievance was resolved when it was pointed out at the Step II Grievance hearing that the MOU requires that a notice of one pay period be given before someone’s regular schedule is changed. That provision exists precisely to prevent management from “creative re-scheduling.”

Back Pay For Dispatchers!

Eighteen Public Safety dispatchers in the Riverside County Fire Department received more than four months of shift differential overtime pay after the union filed a grievance over the Chief’s refusal to pay shift-differential for overtime worked.

Med Cert Victory!

Member Khristi Cummings will no longer be required to bring in a doctor’s note when she is sick, after a grievance was filed on her behalf.

That is because the MOU clearly states that you are NOT required to bring in a doctor’s note if you have been out sick — unless you have been placed on the Medical Certification Program, commonly known as “Med Cert.”

Congratulations to Representative Jennifer Grondahl Galacki on her excellent work representing the members on these three victories!



The most comprehensive survey ever conducted on equal pay for women has found that women still earn about 80 cents on the male dollar, even accounting for variables like work patterns, industry, occupation, race, marital status and job tenure.

Eighteen years of data on more than 9,300 Americans was examined by the Government Accounting Office, commissioned by Reps. Carolyn Maloney (D-NY) and John Dingell (D-Mich.).

“The world today is vastly different than it was in 1983, but sadly, one thing that has remained the same is the pay gap between men and women,” Maloney said.

For Shame Mr. President!

Each month, almost 500 U.S. soldiers arrive in the U.S. for two week R&R breaks from assignments in Iraq. The government has only been transporting these soldiers to one of three U.S. cities. For the rest of their homeward-bound flights they must pay for their own transportation, often at high-price, last minute fares.

In response to this Congressman Dutch Ruppersberger (D-Maryland), has initiated the Hero Miles program, to provide a way for you to donate your accrued miles and flight credits to enable our soldiers to get home.

For more information on how you can be part of Operation Hero Miles please go to: <http://www.heromiles.org/>.

BOYCOTT WALMART

When companies like Walmart don't provide health care, their employees have to come to a County facility for treatment — which means we are paying for health care for Walmart!

...stronger together

- Member Services
- Discount Tickets
- Union Reps
- Meeting Info
- Newsletters
- MOUs
- Voter Registration
- Worksites

Look what there is for YOU...

On the web at www.liuna777.org



Hope You Enjoyed Our December 6 Holiday Party!



Local 777 representatives Kathie Delgado and Victor Gordo register members to vote this March 2!



In and Out employees did a great job!



LIUNA Regional Manager Rocco Davis welcomes the attendees.



Helping to present the 26-speed bicycle as a raffle prize were Fred Lowe, 777 Business Manager and Marion Ashley, Riverside County Supervisor.



Mary Ann Andreas, Local 777's choice for the 80th Assembly District, picks a winning raffle prize!



Miniature golf was a big hit among the "miniatures."



Local 777 children are amazed by magician's tricks.



Riverside County Auditor-Controller Robert Byrd draws a raffle ticket for a lucky 777 member!



What is it about face tattoos that kids love so much?



Three future union members show off their t-shirts!

Mark Your Calendar! We'll Be Doing It Again This Year On December 4!

For Our Own Sake Let's Support The Issues And Candidates On March 2 That Keep Us Working!

Re-Elect Supervisors Buster and Venable on March 2!



Bob Buster and Jim Venable have been strong fighters against layoffs. They were part of the leadership team that made the tough choice to spend the County's reserves way down to keep us working.



Statewide Propositions

- **YES on Proposition 56!** Forces legislators to go without pay if they fail to approve a budget by July 1 until they adopt one; allows for approving a budget with a 55% vote instead of two-thirds to pass a budget while most States require a simple majority. Allows for 55% vote to raise taxes on big oil, tobacco, insurance, alcohol and other businesses that now don't pay their fair share — all of whom are pouring millions in to try and defeat this...
- **YES on Propositions 57 & 58!** They both have to be approved by the voters because if one is defeated the other measure is automatically voided. Prop. 57 calls for a \$15-billion bond to help finance the State's debt and Prop. 58 bans the State from ever doing this again. This would only make sense in Hollywood, but if we don't help get these propositions passed there will be no storybook ending for jobs and services.

Mary Ann Andreas for 80th Assembly District!



Morongo tribal Councilwoman Mary Ann Andreas has risen from a life of extreme poverty to become a real leader in our community in the Coachella Valley.

What an honor it would be to have "one of our own" elected as the first Native American woman in the history of the California legislature.



Lloyd Alexander

City of Los Angeles

Court Victory Brings “Cowboy” Justice

When you’re right, you’re right. Just ask member Lloyd Alexander. In early February of 2001, Lloyd applied to be moved to the Department of Transportation, Bureau of Parking Enforcement, Southwest Division, to work the evening shift, which provides a 5.5% night differential. The move was approved and “Cowboy,” as his friends affectionately call him, was on his way.

Later, however, he was informed by management that he would not be allowed to transfer.

A grievance was filed and denied at every step until it got to arbitration, where Lloyd was represented by Representative Victor Gordo.

The Arbitrator agreed that not only should Lloyd be allowed to work the Southwest Division, but that he was entitled to 5.5% back pay from the date he was denied the transfer.

The City then refused to implement the orders of the Arbitrator, so the union went to court and filed a motion to compel the City to implement the ruling of the Arbitrator. The City continued to refuse to comply until a Judge ruled in Lloyd’s favor, directing the City to abide by the Arbitrator’s decision, pronto!

Lloyd has now received his back pay from March 4, 2001, to the day of the Judge’s decision (September of 2003), and is working the night shift at Southwest.

If you’re in the area stop by and say hello!

Parking Enforcement Issues Addressed

Congratulations to the Bureau of Parking Enforcement’s Joint Labor Management Committee for negotiating an agreement providing for fairer treatment, including:

Involuntary Transfers

Will now take place by seniority.

Special Assignments

The Bureau will now notify all members when an assignment opportunity exists, allowing for a more open selection process.

Promotions

The interview panel will now include a member from outside the Department, to ensure a more objective process.

“This is a big step in the right direction,” reports Gordon Carpenter, Chapter Board President, who played a leadership role on the Committee. He continued, “We are hopefully at the beginning of the process — not the end.”

Make Your Voice Heard!

The Working Families e-Activist Network is one way you can make your voice heard. With one click you can send a fax or e-mail to a key decision maker in Congress, at the White House or an employer who isn’t respecting the rights of workers. Join today <http://www.unionvoice.org/wfean/join.tcl>



We Won’t Cross The Line

Please continue to support our brothers and sisters on strike in the grocery stores.

The Union Shop Online

The AFL-CIO’s new online store, The Union Shop Online (www.aflcio.org/shop), offers all union-made products — from buttons and bumper stickers to T-shirts, hats, posters, postcards, golf balls, books, CDs and much more.

The new web site makes purchasing union-made products easy — whether last minute gifts or treats for yourself. Choose from one of the monthly featured items or click on a category of items from the menu, and pay securely by credit card.



City of Pasadena

A Deserving Recognition

Two long time Water and Power Department members were honored recently for their service to the city.

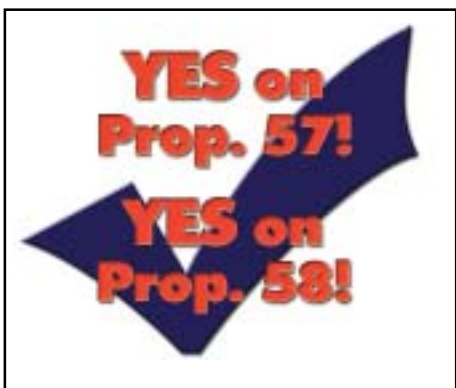


Member Deborah Baliey (right) congratulating Julia Valenzuela.

Irma Cid-Lujan has worked in the Customer Care Division for 10 years, and Julia Valenzuela for 20 years in Power Delivery. Congratulations to both of them for their pride of hard work being recognized!



Irma Cid-Lujan receives congratulations from her supervisor John Hoffnes.



Fifth Annual Scholarship Awards!

In celebration of our Fifth Annual Scholarship Awards we are pleased to announce that Local 777 will award five scholarships this year, with \$2,000.00 awarded to each applicant selected!

The topic this year will be: **“How Will Governor Schwarzenegger’s Proposed State Budget Impact Working Families?”**

The length of the essay shall be between three and five, typed, double-spaced pages. Essays will be judged by a Committee of members from the Academic Professionals of California, LIUNA Local 102. These members of our great union represent 2,000 student services professionals throughout the California State University System.

Your essay must be postmarked by March 12, 2004, and must include your name, address, home phone, and proof of college/university application/registration. You must also let us know if you are a Local 777 member or immediate family member.

Please send your application to:

LOCAL 777 SCHOLARSHIPS
c/o Academic Professionals of California
5040 Parkridge Drive
Oakland, CA 94619-3514



City of Pasadena

A Million Dollars Of Taxpayer Waste Defending The Rose

The City is approaching the million dollar mark in legal fees, despite an initial ruling from the judge on the lawsuit filed to end the City’s practice of working employees as “temporary” for years at a time.

While CalPERS has joined the union in the suit against the City, nothing but victory in court will apparently stop this obscene waste of taxpayer money. Stay tuned!

Moved Recently?

Please call your 777 office at 909-682-4590 or 213-380-6678 to let us know your new address. Also, please call us if you have been promoted or transferred to a new department.



The Lowe-Down

by Fred Lowe

Business Manager/Secretary-Treasurer

Words will never express the sadness felt by the loss of Mason “Max” Warren, who died of prostate cancer at age 83, on December 29, 2003. Max was a member and leader of LIUNA for 66 years, and led the fight to create an Organizing Department for many of those years.

In 1983 the LIUNA Organizing Department was created, and Max became its first Organizing Director. One his first actions was to begin funding a public sector organizing drive in California, which led to the creation and growth of Local 777, which began with the organizing of 57 City of Indio employees — and today represents over 8,000 public employees.



The 2000 dedication in Riverside to our Max Warren Center. Pictured from left are: Fred Lowe, Business Manager; George Gudger, LIUNA Vice President-At-Large And Minority Advancement Director; Max Warren, LIUNA Organizing Director; Rocco Davis, Vice President and Regional Manager.

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IMPORTANT UNION NEWS INSIDE!

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MEMBERSHIP MEETING!

DATE: TUESDAY, FEBRUARY 24, 2004

TIME: 6:00 P.M.

**PLACE: RIVIERA RESORT AND RACQUET CLUB
DESERT CONFERENCE CENTER
OLEANDER 1
1600 N. INDIAN CANYON DRIVE
PALM SPRINGS**

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

FOOD AND DRINK PROVIDED!

Without Max’s vision and commitment to organizing, Local 777 would not exist. So great was his zeal to improve the lives of working people that sometimes just being in his presence was inspiring.

“He was way ahead of his time in fighting for job safety, bargaining rights for farm workers, and employer partnerships critical to our success,”

reflected LIUNA Regional Manager Rocco Davis, “starting down *that* road way before it was popular.”

He was married for more than 60 years to his wife, Julia, who was his steadfast companion. He leaves two children — Jan, who works for the California Labor Federation, and Mitch, who is LIUNA’s Education Director.