

NEPOTISM does it affect you?

Shop Stewards stepping up

What is Nepotism you ask? Not sure? Lets take a moment to look at some facts and see if we can figure this one out together.

Recently we sent out the information for our Web Based Shop Steward Training. The following Shop Stewards have already enrolled:

Governor Frank Murkowski appoints his daughter to fill his vacant post as Alaska's Senator, is that nepotism? Er...nope! Not according to the administration. A Local 71 member expects a recall as a flagger, a position which has been previously held by her for a number of seasons, she gets the expected recall and goes where she needs to go only to find out that she won't be allowed back because her father is an equipment operator for M&O. Is this nepotism? Yes it is according to the State! Another member is working as a mechanics helper for SEF and signs a promotional posting as an equipment operator at the same duty station, he passes the operator's test with flying colors and they want him to come to work but there is the little matter of the nepotism waiver, his father works there as an equipment operator! The District Superintendent approaches the father and the father agrees to sign a letter that he will be retiring soon and that in the interim he will in no way seek to promote while he remains there! Is this nepotism? It sure is according to the State!

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|----------------|---------------------------------|
| Sam Devon | Anchorage International Airport |
| Brendon Knox | Anchorage International Airport |
| Dianna Lewis | Camp Carroll, Ft Richardson |
| Steve Litton | Anchorage School District |
| Ralph Maston | Anchorage Highway Maintenance |
| Mary McBride | Fairbanks International Airport |
| Walter Creasey | Dillingham DOT |
| Shari Reid | Palmer Pioneer Home |

While the numbers are low we do expect more Shop Stewards to get involved shortly.

Don't see your Shop Steward listed? Encourage them to get the training as it will benefit them and you in the long run. Good training is an essential part of being an effective Shop Steward.

We have on our side the facts that we do not fit the legal description of Nepotism which is 1) the ability to adjudicate grievances, 2) to hire, 3) to fire, none of which applies to anyone in our bargaining unit. Additionally we have won an Arbitration in 1987 where one of our members was denied a promotion based on Nepotism because his brother worked at the same duty station and he would be his foreman if he was in fact promoted! How did we win that one, you ask? Well we won that one the same way we will win this one, with the facts as stated in this paragraph.

The only way we can continue to fight this battle is with the help of our membership. If any situation like the ones mentioned about has happened to you, your family or your coworkers we need to hear about it. The only way we can protect our contract language both in word and in interpretation is with the help of the grievances filed by you.

*Ralph Maston
Special Representative*

Muni Memos What's new for MOA?

Recognition Pay

The MOA is attempting to enact an ordinance to eliminate Service Recognition Pay for all Municipality of Anchorage employees. All efforts are being made to have this change effective July 1, 2006. Municipal Unions are working collectively to have members employed prior to June 30, 2006 grandfathered in as part of their negotiated contracts with the MOA. We will keep you posted to any changes of our Contract language.

**Let your voice be heard!!
Contact your Legislator.
They work for you!!**

<http://www.local71.com/legis.htm>

Trust Matters New on the Horizon

On our side experts in Labor Law

As many of you may already know the Trust has added a new friendly face. Debbie Hansen started on July 5th as Co-Administrator along side Renita Williams.

Sadly after many years of excellent service, Kevin Dougherty has decided he'd rather be fishing or whatever it is retired folks do. In his stead we have Heidi Drygas, Business Representative for the Firefighters Union in Fairbanks.

Debi is not new to Union Trusts. She has been a key influence for IBEW, ASEA and the Teamsters giving her over 25 years of experience to bring to the Local 71 Members.

Heidi will serve the Local much as Kevin has. Her main fuction being to advise the Union in Labor matters and to assist in more complex grievances as the proceed to arbitration.

In addition to our already very competent Renita, who has been with us for more than five years, we are proud to be able to provide our members with one of the best self-administrered trusts available. As always they are ready and able to assist with any of your health trust questions and concerns.

Heidi comes from a strong Union background. Both of her parents have been members of different Unions throught their careers. We look forward to utilizing her expertise for the benefit of our members

New in 2005

Many of our members have recieved letters regarding some changes that are in effect for the 2005-2006 plan year.

On July 1, 2005 Zenith took over the administration of the Health Care Spending Account (HCSA) and Dependent Care Spending Account (DCSA).

As of August 1, 2005 they have also taken over the administration of COBRA which is the continuation of health benefits for members who's benefits are no longer covered by the employer.

Health Fair 2005

Public Employees Local 71 Trust Fund is excited to be able to bring to our eligible members, a health fair for the first time in October. Watch your mail for more details in the coming weeks.



Contact the Trust

Anchorage:
(907) 276-7611

Outside of Anchorage:
1-800-446-3671

Zenith Administrators:



Run Don't Walk!!

Recently we've had several grievances which were not able to be processed due to the timeliness of the complaint. If you have a situation where you believe the contract has been violated and/or you have been treated unfairly contact your Union Representative immediately. The longer you wait the less likely we are to be able to resolve the issue.



Local 71 Informer

An official publication of the Laborers International Union of North America, Public Employees Local 71



Leave / Overtime

How it affects you

While preparing to go before another arbitrator to get this issue resolved once and for all, we still need you to continue filing "notices of pay problem" with your payroll office when your leave is returned and your overtime reduced accordingly. This is a direct violation of the State of Alaska and Public Employees Bargaining Agreement.

"The employer violated the Master Agreement by only allowing employees to use accrued leave time to meet the minimum work week requirement"

-Richard Croll Arbitrator (Round 1)

The immediate effect of this violation is a reduction in the amount of your paycheck; however here are a few other effects you may not be aware of:

Article 19.03- Mandatory Leave Usage

"Each employee shall use at least thirty-seven and one-half (37.5) hours of personal leave during each leave year beginning December 16 and ending December 15 of the succeeding year. If the employee does not use at least thirty-seven and one-half (37.5) hours of personal leave during the leave year, the difference between thirty-seven and one-half (37.5) hours and the amount of personal leave used shall be canceled without pay"

PERS and TRS Benefit Formula

"Benefit calculation is determined on the average of the high three consecutive years' salary."

So not only are you being shorted on your current paycheck but also your leave accumulation and your retirement check could suffer as well. Do not allow yourself and fellow union members to be robbed. Help us help you. File those "notice of pay problem" forms today.



New Rep in Fairbanks

Public Employees Local 71 would like to welcome to its family Dennis Moen. Brother Moen has previously served Local 71 members as a Board Member for the Trust Fund, having worked with the Department of Transportation through Local 71 for more than 25 years.

He is a welcome addition and will be working closely with Bonnie Sullivan, who has been working as a Representative since November of 2003, to bring Brother Moen current on the issues facing our brothers and sisters in the Northern Region.

Go to our website to view your union contract, and more at:

www.Local71.com

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