

# FEBRUARY 2016 COMMUNITY VOLUNTEERS

Thank you to all the donors! ...

*“We can each do a little together for a **BIG** impact!”*

**Our December – January Project: Second Harvest Food Bank**

Thank you to **SHFB** volunteers: Mark Chase, Dispatch PD; Lisa Green, Development Center; Joseph Duran, Facilities; Susan Caudill, PW; Peggy Quillman, Libraries; and Erwin Gonzalez; Lucie Stern for your participation!



**“On Site Collection”** is convenient! We can, with our busy schedules, more easily, participate and drop items off at work.

When you take action to help our community, it's the physical equivalent of the **FB “like” button!**

Just throw the stuff in your car, backpack, or bike and drop it in the barrel - there you go!

**The month of February is Valentine's Holiday Theme** we are working to put together a project for collections of items for the homeless and we will need a coordinator.

**Itching to get a project going?** Have a non-denominational community project you would like to start? Help our committee?

Examples: Gardening, tree planting, help for displaced families, refugee assistance, school supplies, volunteering for Special Olympics, etc.

**Send us your proposal and even better - volunteer to chair.**

Contact [Lynn.krug@cityofpaloalto.org](mailto:Lynn.krug@cityofpaloalto.org)

## EMPLOYEE RECLASSES SUBMITTED SEPTEMBER 10, 2015 – OCTOBER 10, 2015

The 90-day response time is just about here and you may be contacted by Human Resources

- Are you set up for a re-class interview?
- Do you have a steward working with you?
- Do you have the full spectrum of information?
- Is your information comprehensive, clearly written, and well documented?

It is always good to have a steward or chapter officer review the information/documentation you have assembled.

## CITY OF PALO ALTO JOB POSTINGS LINK

Check out what job openings are on a regular basis!

Here's the link to the City PSO/HR Job Opportunities webpage for all interested employees.

<http://agency.governmentjobs.com/paloaltoca/default.cfm>

## ACTION TEAM MEETINGS

Meetings are every Thursday at 5:00 PM.  
For more details, contact Daniel Becker at [Daniel.becker@seiu521.org](mailto:Daniel.becker@seiu521.org)



# CITY OF PALO ALTO

SERVICE EMPLOYEES INTERNATIONAL UNION, CTW-CLC

January 2016

[www.seiu521.org](http://www.seiu521.org)

(650) 801-3500

## JANUARY 20, 2016 NEGOTIATIONS UPDATE

Negotiations is going well, and we are grateful to a great group of hard working and knowledgeable City of Palo Alto SEIU employees on our team! Our SEIU negotiating team well analyzed, documented and currently addressed the City's salary survey information (per comparison city) and countered to the city management negotiations team for benchmark positions comparison data on January 19. The City has been in negotiations with a few groups, so the management negotiations team (in negotiations with SEIU) initially presented to City Council (post SEIU contract end) on December 16, 2015, and then again in January 2016. Next week, January 26, SEIU negotiating team will meet with Lalo Perez to discuss the current city budget and current long range financial forecast.

Thank you to the great work of our negotiating team, especially the fine work of James Stuart who tirelessly (though he says he is), analyzed the City salary survey and job descriptions for so many job titles, and helping

employees to get an education on salary alignments. Aimee Baily has been directly responsible for educating us all on key financial matters. Her clarity in statistical analysis is well appreciated, as is her sincerity and candor.

Thank you to Mark Chase and Lydia Wallace-Pounds for their outstanding contributions and insights these past few weeks, as we proceed. Thank you to Eli Serulami for returning to the negotiations table to share your many years of experience and leadership.

Thank you to our SEIU Negotiator, Miesha Brown; SEIU Jaime Gonzalez, Contract Action Department; and SEIU Hannah Birnbaum, Financial Analyst, because it is with the insight and contribution of each and every one of our team that we move forward to act, educate, and get the best contract possible! Tell your negotiator how much you appreciate their work! - **Lynn Krug, Chapter Chair**



## Negotiating Team

DEPARTMENT	Negotiators and Alternates
City Hall A & 1:	Mark Chase and Marissa Vanbibber
City Hall 5, 6, 7:	Alicia Spotwood
City Hall:	Aimee Bailey and Brian Ward
Ellwell Court:	Lynn Krug
Libraries and Art:	Peggy Quillman and Martha Walters
MSC Bldg. B & C:	Joe Duran and Lewis Paris
MSC Bldg. B & C:	Lydia Wallace-Pounds and Andrez Escamilla
MSC Bldg. C:	Anthony Mouton and Tito Ibarra
MSC Bldg. C:	Pete Quiroz and Jose Vigil
OpenSpace/Parks:	Eli Serulami and Gus Ibarra
Water Quality/Landfill:	Mary Sekator and James Stuart

## Fulfill Your College Goals with a SEIU Local 521 Scholarship

College goals can be expensive. Local 521 awards scholarships of up to \$1,500. These scholarships enable members and their children to pursue their educational goals at accredited colleges, universities, and technical schools.

**The deadline for Local 521 scholarships is March 31, 2016**

For more information about these Local 521 scholarships, email: [scholarship@seiu521.org](mailto:scholarship@seiu521.org) or visit our website: <http://www.seiu521.org/scholarships> for downloadable applications.

# STEWARD COUNCIL MEETING

(2nd Thursday of the month, 11:30 a.m. – 1:00 p.m. at Lucie Stern)

Stewards represent employees in the workplace for all types of employee issues, in an effort to better our work place.

Stewards receive 1 hour of work release a month combined with their lunch to attend.

*Why not become a Steward? Contact Internal Organizer Daniel Becker or Anthony Mouton, Chief Steward. Thank you to Lacey Lutes for her great advice and work as Chapter Secretary!*

## DO NOT WAIT, ALWAYS DOCUMENT INCIDENTS IN WRITING AND CALL A STEWARD WHEN:

- You believe you are going to be disciplined *ASK for representation*
- You have experienced bullying or discrimination *ASK for representation*
- You have not received your yearly step increase *ASK for representation*
- You have received a negative personnel review *ASK for representation*
- You are being asked to sign something “right now!” *ASK for time to review and call a steward*
- You are being harassed or insulted *ASK for representation*
- Are you working above class, when a fellow employee of a higher job classification is gone, without a pay increase? *ASK for representation*
- Are other employees getting training or job opportunities that you are denied? *ASK for representation*
- You are put in an unsafe condition *ASK for representation*
- You are being held to standards that other employees are not *ASK for representation*

Thank you for your participation!

**Lynn Krug**

Chapter Chair

City of Palo Alto Chapter

(650) 461-0255

**Joseph Duran**

Vice Chair

**Anthony Mouton**

Chief Steward

**Lacey Lutes**

Secretary

**Daniel Becker**

Local 521 Internal Organizer

## Steward List

First Name	Last Name	Classification	Worksite	Work Number	Work Email
Margaret	Adkins	Program Asst II	Water Quality Control Plant	650-838-2903	<a href="mailto:margaret.adkins@cityofpaloalto.org">margaret.adkins@cityofpaloalto.org</a>
Aimee	Bailey	Util Resource Planner	Civic Center Level 3	650-329-2659	<a href="mailto:aimee.bailey@cityofpaloalto.org">aimee.bailey@cityofpaloalto.org</a>
Joseph	Duran	Facilities Mech	Municipal Service Ctr, Bldg C	650-496-6915	<a href="mailto:joseph.duran@cityofpaloalto.org">joseph.duran@cityofpaloalto.org</a>
Andrez	Escamilla	Street Sweeper Operator	Municipal Service Ctr, Bldg C		<a href="mailto:andrez.escamilla@cityofpaloalto.org">andrez.escamilla@cityofpaloalto.org</a>
Victor	Farisato	Util Acct Rep	Civic Center Level 3	650-329-2549	<a href="mailto:victor.farisato@cityofpaloalto.org">victor.farisato@cityofpaloalto.org</a>
Erwin	Gonzales	Program Coordinator	Lucie Stern	650-463-4919	<a href="mailto:erwin.gonzales@cityofpaloalto.org">erwin.gonzales@cityofpaloalto.org</a>
Dave	Hausler	Util Locator	Municipal Service Ctr, Bldg C	650-838-2850	<a href="mailto:dave.hausler@cityofpaloalto.org">dave.hausler@cityofpaloalto.org</a>
Tito	Ibarra	Overhead Underground Troubleshooter	Municipal Service Center-UCC	650-380-4806	<a href="mailto:tito.ibarra@cityofpaloalto.org">tito.ibarra@cityofpaloalto.org</a>
Lynn	Krug	Inspector Field Svcs	Elwell Court	650-387-4278	<a href="mailto:lynn.krug@cityofpaloalto.org">lynn.krug@cityofpaloalto.org</a>
Lacey	Lutes	Utility Marketing Program Administrator	Civic Center Level 3	650-329-2434	<a href="mailto:lacey.lutes@cityofpaloalto.org">lacey.lutes@cityofpaloalto.org</a>
Anthony	Mouton	SCADA Technologist	Municipal Service Center-UCC	650-496-5950	<a href="mailto:anthony.mouton@cityofpaloalto.org">anthony.mouton@cityofpaloalto.org</a>
Kim	Neff	Util Locator	Municipal Service Ctr, Bldg C	650-838-2846	<a href="mailto:kim.neff@cityofpaloalto.org">kim.neff@cityofpaloalto.org</a>
Lewis	Paris	Traffic Control Maint I	Municipal Service Ctr, Bldg C	650-496-6904	<a href="mailto:lewis.paris@cityofpaloalto.org">lewis.paris@cityofpaloalto.org</a>
Margaret	Quillman	Library Specialist	Main Library	650-329-2438	<a href="mailto:margaret.quillman@cityofpaloalto.org">margaret.quillman@cityofpaloalto.org</a>
Peter	Quiroz	Gas System Tech	Municipal Service Ctr, Bldg C	650-444-4668	<a href="mailto:peter.quiroz@cityofpaloalto.org">peter.quiroz@cityofpaloalto.org</a>
Eli	Serumalani	Sprinkler System Repairer	Municipal Service Ctr, Bldg C	650-496-5928	<a href="mailto:ratu.serumalani@cityofpaloalto.org">ratu.serumalani@cityofpaloalto.org</a>
Alicia	Spotwood	Admin Associate II	Civic Center Level 5	650-617-3168	<a href="mailto:alicia.spotwood@cityofpaloalto.org">alicia.spotwood@cityofpaloalto.org</a>
Eric	Talley	Util Install/Rep-L	Municipal Service Ctr, Bldg C	650-496-6917	<a href="mailto:eric.talley@cityofpaloalto.org">eric.talley@cityofpaloalto.org</a>
Diana	Tamale	Admin Associate II	Civic Center Level 5	650-329-2144	<a href="mailto:diana.tamale@cityofpaloalto.org">diana.tamale@cityofpaloalto.org</a>
Luis	Uribe	Util Comp Tech-L	Municipal Service Ctr, Bldg C	650-375-5858	<a href="mailto:luis.uribe@cityofpaloalto.org">luis.uribe@cityofpaloalto.org</a>
Lydia	Wallace-Pounds	Admin Associate II	Municipal Service Ctr, Bldg C	650-496-6992	<a href="mailto:lydia.wallace-pounds@cityofpaloalto.org">lydia.wallace-pounds@cityofpaloalto.org</a>
Martha	Walters	Business Analyst	Main Library	650-329-2308	<a href="mailto:martha.walters@cityofpaloalto.org">martha.walters@cityofpaloalto.org</a>
Brian	Ward	Util Key Acct Rep	Civic Center Level 3	650-329-2251	<a href="mailto:brian.ward@cityofpaloalto.org">brian.ward@cityofpaloalto.org</a>

# GPS UPDATE JANUARY 2016:

## SEIU EMPLOYEES USING UTILITY VEHICLES, EQUIPMENT, AND UTILITY POOL CARS

We would very much like all employees to be fully informed. Please post and share with co-workers. It is our hope that we all may openly communicate and address matters as they arise for this new GPS program.

## COMMUNICATION OF YOUR SEIU EMPLOYEE CONCERNS REGARDING GPS

Please contact and/or email your steward for issues and questions you may have regarding this matter. We would like to receive your written feedback on this issue. Contact [Daniel.Becker@seiu521.org](mailto:Daniel.Becker@seiu521.org)

If you are not a steward and would like to attend to discuss this matter or other issues, please contact your manager in advance for personal business release to attend or use lunch and/or personal business.

## UPDATE ON GPS INSTALLATION BY THE UTILITIES DEPARTMENT

The city eventually intends for GPS on all city vehicles including other departments.

The city is working with employees for transparency on the GPS program.

Managers who will use GPS tracking are to be trained at the end of the month (Jan 2016). The GPS device itself records from time of installation.

GPS devices have been installed in 133 Utilities vehicles please review this video <https://www.youtube.com/watch?v=M4k7p4D2JSE>

**TAKE A FEW BREATHES - DRIVE SLOWLY – STOP FULLY – PARK CORRECTLY, remember your driving habits are being recorded every time you drive your vehicle.**

## NOTIFICATION TO ALL SEIU UTILITY CITY VEHICLE DRIVERS AS OF JANUARY 4, 2016

SEIU City Utility Vehicles will now have **GPS data collection** for the utility security systems installed. This will allow the management staff to track vehicles for your safety, in an emergency, an accident, and if vehicles are stolen.

According to the installer, **the GPS recorder creates a record of your driving immediately from the time it is installed.**

The installation process for the utility vehicles is ongoing this week.

A manager coordinating the work said the training for the GPS tracking will occur at the end of the month.

**REMINDER: All SEIU utility vehicles will have GPS devices and utility employees should be well aware the GPS system may be used for tracking all your driving, work route and vehicle activity.**

**For example:**

- Idling
- Parking location
- Speeding/slow zones
- Quick stops/quick starts
- Recall of data can be done for customer complaints.
- Travel out of town/off job site
- Travel of work routes (like from job to job and to/from office, etc.)