

T.E.A.M. REPORT



AFSCME
HEALTH & SOCIAL SERVICES
PROFESSIONAL EMPLOYEES

TOGETHER EVERYONE ACHIEVES MORE

AFSCME LOCAL 2620 CONTRACT NEGOTIATIONS NEWSLETTER

EDITION 2 - APRIL 26, 2020

TEAM MEMBERS

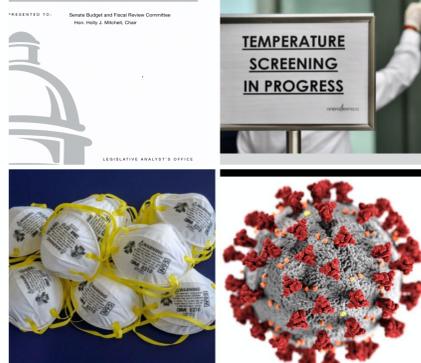
- Eric Young**
President
- Vacant**
Southern Vice-President
- Mildred Ingram,**
Northern Vice-President
- Xochilt Martinez,**
Chaplains/Native American
Spiritual Leaders
- Angela Dawson,**
Dietitians and Nutritionists
- Lisa Smith,**
Individual Program Coordinators
- Belinda Gilmer,**
Licensing Program Analysts
- Hassan Juma-Ramadhan,**
Physical Medicine Occupations
- Amir Jafarnejad,**
Pharmacists
- Victor Pacheco,**
Psychologists
- Denise Nicks,**
Rehabilitation Therapists
- Matthew Tidd,**
Social Workers
- Tisha Hill-Smith,**
Vocational Rehabilitation
Counselors

STAFF MEMBERS

- Cliff L. Tillman Jr.,**
Senior Business Agent, Chief
Negotiator
- Abdul Johnson,**
Consultant

Bargaining In the Era of COVID-19

Preliminary Assessment of the Economic Impact of COVID-19



While we all tread lightly during this pandemic, one place we cannot is during bargaining. We must walk confidently and with clear insight to the real impact of this pandemic. Although seven unions began bargaining around the same time, COVID-19 came on the scene and may have been the cause for one labor union to stop negotiating with the state. The bargaining process is no exemption to the effects of COVID-19. Our General Salary Adjustment is at risk as the open bill for COVID-19 resources continues to rise. Our rainy day fund even appears to have a drought in its forecast. Although a large gain appears grim, there is hope on the horizon. Your negotiations team will evaluate the benefits to our membership critically and fight for what is right and fair.

Special Salary Adjustment proposals for over 50 classifications were prepared, passed and presented to the state by your negotiations team. We will continue to gather data and input from members to respond to any questions the state may have when we resume the negotiations process on May 4, 2020 via teleconference.

Eric Young
President, AFSCME Local 2620

Angela Dawson
Dietitians and Nutritionists Occupational Chair

Union Submits Economic Proposals to the State

The Negotiation team submitted a number of key proposals to address economic concerns of our membership. While we recognize that this is contract negotiations and it requires bargaining between both parties we moved forward with a number of key economic proposals. Some of the issues but not limited to includes:

- A two year general salary increase effective July 1, 2020 and again on July 1, 2021
- Increase in night shift and weekend shift differential
- Increase in bilingual pay
- Special Salary Adjustments for identified classifications.
- A new longevity proposal to address long term workers
- Health Benefits stipend
- Increase in CEU hours for certain classifications

The State currently has yet to respond to our proposals. However, we are scheduled to go back to the bargaining table in early May.

Cliff L. Tillman Jr.
Chief Negotiator

Team Member Highlight

Belinda Gilmer, Licensing Program Analyst Occupational Chair

My name is Belinda Gilmer. I have been elected as your new Licensing Program Analyst (LPA) Occupational Chair. I have worked as a Licensing Program Analyst for the Department of Social Services Division of Community Care Licensing, Monterey Park. Throughout my career in State service, I have been an active union member and steward. I believe a Union should work for the betterment of its members. For example: better working conditions, comparable salaries, flexible work hours and community involvement. But, I need your help. We must become more involved with our union: become energized, become active stewards or become a new steward. Let's start by attending



Executive Board Meetings in your area, and reaching out to me so I can better fight for us.

AFSCME LOCAL 2620



Remember... to vote on our next contract, you must be a member of the local.

May 2020

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4 State Conference Call	5 State Conference Call	6 State Conference Call	7 State Conference Call	8 State Conference Call	9
10	11	12 State Conference Call	13 State Conference Call	14 State Conference Call	15	16
17	18	19	20	21	22	23
24	25	26	27 State Conference Call	28 State Conference Call	29 State Conference Call	30
	31					