

AFSCME Facts

Local 2960 February 2010- News Blitz

The AFSCME Local 2960 Executive Board has settled on a wage concession package for 2010-2012. Through the proposed 2% City Food Tax as well as the Contract Concessions up to 170 Unit III employees will be able to keep their jobs that were slated for elimination in April of this year. Any concessions are difficult to accept but when faced with our brothers and sisters losing their jobs and City Council mandating cutting merit increases, longevity and wages the board felt that having a say on how these concessions would be enacted was vital.

2% Food tax

On Feb 3rd 2010 the City of Phoenix Council passed a 2% sales tax on grocery items by a 6 to 3 vote. The tax is expected to generate \$12.5 million for the balance of the fiscal year ending June 30th, 2010 and \$50 million for the next fiscal year. Unit III is expected to gain over 100 positions in libraries, recreation and senior centers, and civilian police positions.

Contract Concessions

On **February 26th, 2010** Unit III members will have an opportunity to ratify the concession package. A 3.2% total concession package is what has been agreed upon in other units. An estimated \$6.7 million has been saved to restore city services and positions. The package is explained below and will potentially save 70 jobs in a wide area of services.

Reasons for settlement

The main reason for the Executive Board to settle with these concessions was the ability to negotiate how the cuts would affect our members (furlough days instead of longevity and merit increases), safeguards that these concessions would automatically be rescinded at the end of the contract (a sunset clause), and the ability to save as many of our fellow brother and sisters' jobs as possible while protecting longevity and merit increases. No one is happy to lose money but in these difficult economic times it is a vital role of the union to minimize the impact to our members and to save positions. Most major cities are taking furlough days in 2010.

Concessions

- 1% wage reduction
- 6 (six) 8 hour unpaid furlough days (48 hours total) each year
- Bi- annual vacation buyback freeze (*all maximum vacation carry over limits suspended*)
- Compensatory time conversion suspended
- Linguistic Pay is reduced by 50%
- "12-hour rule" overtime benefit is suspended (*Section 3-2 A- rarely if ever used*)
- Employer deferred compensation contribution is suspended (.1%)

ALL CONCESSIONS TO BE RESTORED June 30th, 2012

Questions or concerns please call the Union Hall at (602) 254-3966

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