

AFSCME Local 3240 News

Proudly representing WV state employees in Wyoming, McDowell and Mercer Counties

July, 2005

Local 3240 Officers*:

James Campbell, President

Floyd Ricks, Vice-Pres.

Carol Carter, Rec. Sec.

Choskie Harmon, Sec-Treas.

Bill Cockerham, Steward

* all are state employees

** Retiree Representative,
Cecil Hardin**

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Some DOH employees in three (3) WV counties get a 15% or 25% wage increase! What about the rest of us in all counties ??

That's right, over 225 DOH workers in certain classifications in the three eastern panhandle counties received a significant raise. We do think those DOH workers deserve a raise, but so does everyone else. It has been over three years since an across the board increase was provided by Highways or the State.

WE HAVE TO challenge this all the way to the Supreme Court if necessary and you only have a short time period to file the initial grievance. AFSCME, the largest union in the nation of highways workers and other State Employees is leading the charge in this battle for justice. What you have to do if you are interested in being involved in this grievance is file the grievance with your immediate supervisor quickly. The grievance will be denied at Level 1 and you should appeal to Level 2 where it will also be denied. Sign and appeal to Level 3 at which time the AFSCME union representative and attorneys will take over.

If you have any questions or need additional information, call or write us at the number or address below. You can e-mail us at Council77@aol.com and if you or someone in your family uses a computer you can check our web site ~ www.afscmewv.org ~ for regular updates on this grievance and other news.

* Read about the statewide DHHR grievance on back *

THIS MONTH'S MEETING 7/23/2005 Saturday

Local 3240 Meeting

Date: SATURDAY, July 23rd, 2005

Time: 10:00 am Call Council for directions.

**Sister's Restaurant, 734 Mercer Street
Princeton, WV phone # (304) 487-8701**



**AFSCME union to handle statewide DHHR Reclassification grievance for Adoption and Adult Protective Service workers and possibly others
KNOW YOUR RIGHTS.**

The Grievances:

In late March 2005 DHHR employees were notified of the reclassification of Child Protective Service Workers giving them a substantial pay increase. The basis for that action by the DHHR and Division of Personnel being the turnover of employees in that Division because the pay is so low. DHHR employees all over the State working in the Adult Protective Services, Adoption and other units filed grievances because the work they perform is similar and their units have retention problems also. No one feels that the Child Protective Service staff is not deserving of a pay increase but they do feel that employees doing similar work and having the same problem with retention deserve a pay increase also.

Why you should not go through the Grievance Process alone or without Experienced Representation!

Experience with the grievance process is very important in order to get through the process. Some State Employees have been told that their grievances can be won at Level III by certain attorneys...but with the Agency making the decision, what are the odds? On top of that the odds of a grievance being granted at Level IV are bad, just take a look at the number of grievance 'fully' granted on the West Virginia Education and State Employees Grievance Board website. You need every edge you can obtain and AFSCME is the edge that will make sure you are properly represented at Level 3 Level 4 and Circuit Court if needed and warranted.

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