



# AFSCME WV Organizer

*“News and updates for Public Employees in West Virginia”*

## What Is the ‘Meet & Consult’ document approved & sent to Governor ~ an excerpt:

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• **Read all about AFSCME West Virginia Organizing Campaign on page 3**



Check Our Site Often  
[www.afscmewv.org](http://www.afscmewv.org)

**Definition and Scope of Consultation:**

A rational consultation process that centralizes consultation over issues that are generally applicable to all employees and provides for decentralized consultation of issues that are unique to an agency or group of employees. Consultation requires that both parties demonstrate a good faith resolve to reach an agreement and to reduce any agreement to a written document but neither party is required to make a concession or compelled to agree.

The process ensures the

### PEIA Update

As you are aware, the Public Employees Insurance Agency (PEIA) is proposing an increase in employee premiums. Effective January 1, 2006, employee premiums will increase 7% & effective July 1, 2006, employee premiums are proposed to increase 22%.

Governor retains discretion over matters to which he does not agree;

A scope of consultation that includes all matters affecting wages, hours, benefits and other conditions of employment with a specific requirement that any agreement on an issue requiring a change in law or appropriation of funds is contingent upon such change or appropriation. The role of the legislature is recognized and preserved.

We believe the Commission would be remiss should we fail to call to

your attention that the Executive Order requiring the Commission to study personnel rules, grievance process and procedures, compensation rates, benefits, other terms and conditions of employment within the Executive Branch of Government is over ambitious as such an endeavor can not be accomplished within the limited time and resources the Commission has at its disposal. It is believed that the proposed meet and consult policy, given time to evolve, will address the objective of such a study which is fairness to all parties.

ensure that WV state and municipal employees have access to affordable health insurance.

Public Hearing schedule and action updates related to our PEIA battle are on our web site: [www.afscmewv.org](http://www.afscmewv.org).

## DOH Pay Disparity Grievance

AFSCME agreed to a 30 day time waiver with the DOH, postponing a Level III hearing until October 31, 2005.

This allowed time for AFSCME's Research Department and Attorneys to prepare for the Level III hearing.

The DOH changed their Attorney mid-stream and slowed down the grievance by arguing about

the facts of the grievance. The hearing still has not taken place, and the DOH wants another time waiver. AFSCME would not agree to continual requests for extensions for a Level III Hearing.

Members from several areas of the State will be called upon to testify at the Level III Hearing **which is now set for 12/15/05.**

Our Lawyers are planning an appeal into Circuit Court on this important grievance covering hundreds of DOH AFSCME members.

The non represented versions of our state wide grievance have all been lost badly and are making our job to win even harder. Tell your non AFSCME DOH co-workers to get on board instead of hurting us.



## DHHR CPS Pay Increase Grievance

The AFSCME Research Team at our International has completed their project of preparing pay comparisons for DHHR employees in neighboring states to be used as evidence.

The Attorneys for AFSCME met with witnesses on November 5 to

prepare for the November 15 Level III hearing.

At the last minute the Hearing Examiner who is an employee of the DHHR granted the request by the agencies' attorney for a continuance, claiming that she was just assigned the grievance. The DHHR

Hearing Examiner changed the November 15 level III hearing to a Pre-Hearing Conference on outstanding issues. The Pre-Hearing Conference was held and AFSCME is pushing for the earliest possible date for the Level III hearing - no later than January.

## WV Council 77 Convention

Resolutions on Collective Bargaining, Privatization, Safety & Health and Political Action were all part of this years biennial Council 77 Convention held in Charleston on October 22. Guest Speakers included Terry Reed & Glen Middleton from AFSCME

International and Kenny Perdue, the newly re-elected President of WV AFL-CIO.

Robbie Massey spoke to the 50 plus delegates and guests from all over the state about the importance of having and education program in your Local.

Gordon Simmons reported on labor history in WV.

State Director Ed Hartman and Organizer Rich Patrick talked about organizing and political action.

New Council 77 Officers were elected for 4 year terms, led by Pres. Ronnie Napier (list on page 4).

*"Tell your non AFSCME DOH co-workers to get on board instead of hurting us".*

# ORGANIZING For Fairness and Leverage



The Story of telling the Story. Volunteer organizers pose with 'PUBLIC EMPLOYEE' reporter Clyde Weiss (kneeling) who was in Charleston to do a story on Council 77's organizing success that will be sent to 1.4 million AFSCME members across the US. L to R: Pat Ramey, Chuck Wyrostok (photographer), Pat Jack, Gordon Simmons, John Featherston, Barb Spradling, Rich Patrick and Robin Wagner. Look for the WV story in your Jan-Feb edition of our International's Magazine



Collective bargaining is not a legal right in this state, but AFSCME Council 77 did not let that stand in its way.

The council has reached its goal: 500 new members this year before holding its biennial convention here on Oct. 22.

Ed Hartman, the council's executive director,

says the organizing drive that began in April relied on issue-oriented home and worksite visits, targeted mailings, phone calls, e-mails and news updates on its website, [www.afscmewv.org](http://www.afscmewv.org). All that despite a small staff and limited budget.

The large majority of the new members are state

employees who work in the Division of Highways and Department of Health and Human Resources. A majority of them (315) joined during a 100-day period that ended July 20.

The drive's next benchmark is 750 new members by Council 77's "Legislative Lobby Day"

Make your plans NOW for next year's **AFSCME Lobby Day** on President's Day February 20, 2006 in Charleston at Capitol. More details to come.

## Keep a Cool Head During Home Heating Season The AFSCME Advantage with Union Plus Member Benefits

This time of year, it's all too easy to get caught up in the holiday spirit and spend a little too freely. But winter-time

also typically brings higher home heating bills, compounded this year by the jump in heating fuel costs - not to mention higher gas prices. Plan well now and you won't

regret it later! Review this guide to manage your holiday budget here: [http://www.unionvoice.org/ct/y7z\\_xSF1Yuti/](http://www.unionvoice.org/ct/y7z_xSF1Yuti/).

If you need more help, investigate your options with the Union Plus Credit Counseling program through Money Management International

(MMI). For a budget analysis and advice to get back on the road to financial recovery, call 1-877-833-1745 or visit: [www.unionvoice.org/](http://www.unionvoice.org/)

TIP: National banks have received federal regulatory guidance that requires them to change the way credit card minimum payments are calcu-



My Co-Workers and I in our Agency are underpaid and past due for a fair raise. PEIA out-of-pocket costs are too high and retirement benefits are too low. I want to join AFSCME to help improve our voice at the upcoming Legislative session. (make copies for coworkers)

Complete, sign, date and mail to AFSCME, 501 Leon Sullivan Way, Charleston, WV 25302 or fax to **304-342-2441**.

AFSCME's union dues in West Virginia are currently \$5.91 per week, deducted bi-monthly. This money is used to pay for representation staff, organizers, research purposes, legal costs and for legislative activities, including lobbying on behalf of public employees at the state Capitol.

Send your suggestions for our lobbyists or questions for our Officers/staff to the address above or email to: Council77@aol.com

**JOIN TODAY**

**AFSCME (WVSEU) WV Council 77**

Application for membership / Authorization for payroll deduction - [www.afscmewv.org](http://www.afscmewv.org)

Name (Print) \_\_\_\_\_

Home Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Employer or **Agency** \_\_\_\_\_

Work Location \_\_\_\_\_ County \_\_\_\_\_

City \_\_\_\_\_ Your Job title \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Home Phone: \_\_\_\_\_

Work Phone: \_\_\_\_\_

E-mail address: \_\_\_\_\_

I hereby apply for membership in AFSCME Council 77 and I authorize the State Auditor to deduct from my monthly salary and remit to AFSCME Council 77 membership dues in the amount certified by the Director of AFSCME Council 77 provided that I may revoke such authorization thirty days prior to the date on which the deduction is regularly made.

\_\_\_\_\_  
EMPLOYEE SIGNATURE

\_\_\_\_\_  
DATE

AFSCME WV Council 77, AFL-CIO  
501 Leon Sullivan Way, First Floor  
Charleston, WV 25301

1-800-642-1983 Council77@aol.com

**WV Council 77 Officers:**

- Ronnie 'Bear' Napier, President
- Gordon Simmons, Vice President
- Charla Wallace, Secretary-Treasurer
- Patricia Ramey, Recording Sec.
- Barbara Spradling, All Other Agencies
- Darwin Watson, Cities & Counties
- Hiram Justice, DHHR
- William Robinson, DOH
- Scott Cundiff, 1st District
- Pat Jack, 2nd District
- Robbie Massey, 3rd District
- Bridget Davis, Trustee
- Sandra Coleman, Trustee

**WV Staff:**

- Ed Hartman, Executive Director
- Robin Wagner, Office Manager
- Rich Patrick, Organizer/Rep.
- Johnnie Featherston, Organizer

**WV Retirees Chapter 77:**

- Ernest "Spud" Terry, President
- Eddie Harman, Vice President
- Rachael Craddock, Sec-Treas.
- Eloise Jack, Secretary

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