



*State Employee Alliance-Communications Workers of America,  
Local 7076, AFL-CIO, CLC*

**BARGAINING UPDATE #6**  
December 12, 2008

Since April 2008, we have met with management representatives approximately 18 times. In addition, we have convened seven times for training, strategic planning, and to discuss priorities of each agency represented in the contract.

We will not escape the economic downturn as State employees. While dozens of states have begun laying off state employees in an effort to cut state budgets, New Mexico has not seen these cuts come to pass. Your bargaining team has been realistic in its economic demands to the state. Raises may not be what we had hoped this summer, but your Union is fighting for language that would allow for reopening wage negotiations each year. As the economic picture improves, we'll be able to regain our footing, win better raises and catch up with cost of living increases. In the interim, we have redoubled our efforts to win non-compensatory benefits such as exercise time.

We have reached tentative agreement on about  $\frac{3}{4}$  of the articles. In spite of the economic picture, we have successfully negotiated many victories for union members. Below are just a few.

- Lateral transfer language in which an employee's request will not be unreasonably denied
- FLSA exempt employees may accrue up to one hundred and twenty (120) hours of comp time, which is an increase of forty additional hours when compared to the current contract
- Alternative work schedules shall not be unreasonable denied and will not be attached to unrelated discipline
- Annual and sick leave accrual rates will be studied by SPO and the Union to determine if raising these are economically feasible and if so, the Director shall propose a rule change.
- Telework/telecommuting will be discussed after reviewing its impact to both the state and employees and shall be negotiated in November of 2009
- A new multi-agency task force will be created to finally study a sick leave bank. This study must be completed before next fall to be able to lobby for statute changes.
- The timeframe in which you may file a grievance has expanded from 15 days to 30 days
- Union representation, if so requested, for Alternative Dispute Resolution (ADR), which is now part of the grievance process
- Documents required for grievance investigation will be provided without a Public Information Request
- 90 day timeframe to open a new evaluation document when a new supervisor is assigned
- A supervisor may not take performance-based disciplinary action against an employee with out first giving the employee the opportunity to improve

We still have not received a counter proposal on our pay package and are waiting on other critical language from the state. We are close to completing negotiations and look forward to rolling out the details of the progress we have made improving upon our existing contract rights.

**YOUR BARGAINING TEAM**

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