

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

Santa Fe Office:
460 St. Michaels Drive, Bldg. 1000
Santa Fe, NM 87505

Contact:
(505) 955-8534 – Office
(505) 983-1867 – Fax



Bargaining Report # 2 August 18 and 19, 2008 Bargaining Summary

In Bargaining Report #1, we informed you of the union's first set of proposals that will improve members' rights during Disciplinary Investigations and Reprimands, Discipline and Discharge, Grievance and Arbitration Procedure, Overtime and Compensatory Time, Labor-Management Committees, Performance Evaluations, and Disciplinary Action Related to Unsatisfactory Employee Evaluations.

On August 18 and 19, 2008, we met with the employer for our second round of negotiations. The employer did not provide any counter proposals to us that were given to them during the first round of bargaining. The employer wanted more detailed discussion regarding the proposals that we previously submitted. The union bargaining team provided the employer with intelligent and comprehensive explanations to justify our proposals.

The employer informed us that they would be providing us with counter proposals at our next bargaining session scheduled for September 4 and 5, 2008.

The union bargaining team also submitted to the employer additional proposals. We are building on our existing contract so this language is either in addition to what we have or replaces language we believe is weak.

- **Article 26. Conditions of Appointment.** The union's proposal would provide term employees notification of vacant permanent positions in the same classification in the same agency.
- **Article 28. Continuation of Benefits.** The union's proposal would prevent an agency from diminishing economic benefits during the lifetime of the contract.
- **Article 29. Benefits.** The union's proposal would require the employer to give prior notice for any anticipated change in benefits and then meet with the union to discuss them.
- **Article 31. Safety.** The union's proposal would promote hostile-free work environments that create good mental health and provide assurance of a union co-chair on agency safety committees.
- **Article 32. New Technology and Notification.** The union's proposal would protect employees from personal cost from any relevant training required by employer-initiated changes.
- **Article 33. Electronic Monitoring.** The union's proposal would prohibit the use of monitoring for intimidation in the workplace. Also, the employer will be required to notify the Union of all existing and new electronic monitoring equipment used by the state.
- **Article 35. Certification and Licensure.** The union's proposal would assist employees with cost incurred for certification and licensure.

Continue page 2

As your bargaining team, we are working hard to best represent the ideas and concerns of SEA-CWA Local 7076 membership. Membership communication and your involvement in the workplace is critical to our bargaining success. Talk to your co-workers and share this information with them. We urge you to stay informed and inform others as we proceed. Our success depends on your voice on the job and the action you take.

In Solidarity,

Tom Scharmen, DOH
Paula Hopper, DOH
Janine Anton, DoIT
Mike Malinowski, GSD
Eric Peters, NMED

Glen Carlberg, DOH
Paul Singdahlsen, DCA
Marcos Tapia, DoIT
Carl Reed, GSD
Lawrence Sandoval, Chair


Rosa Padilla, DOH
Leona Maes, STO
Thomas Espinoza, CFTB
Michelle Lewis, PED
Robin Gould, Co-Chair



State of New Mexico Gov't Employees
Support their UNION!!!



Contract Bargaining Team 2008
info@sea-cwa.org / 505-955-8534

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