

CUB SPIRIT

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Mission Statement

The City Union of Baltimore is a union dedicated to the improvement of working conditions, professional growth, equality and increased economic opportunities. We are committed to advancing these principles through collective bargaining, organizing, community engagement, and political activism for and with the employees of Baltimore City and the Baltimore City Public School System.

From the President . . .

It has been my privilege to be president for about a year and a half. I have taken this position to do my best to continue our growth with your help. My vision is to improve communication with our members, as well as stakeholders, and to protect the rights and benefits of our members.

CUB continues to participate in building, reinstating and developing coalitions that will enhance our effectiveness in the labor community. We have membership on the Health Care Committee for Baltimore City giving labor a stronger voice in the development of future health care benefits.

CUB is anxious to meet with Dr. Gregory Thornton, the newly assigned chief executive officer for the Baltimore City Public School System (BCPSS). After a period of acclimation, CUB will request a meeting to formally introduce ourselves to Dr. Thornton. We look forward to a positive, productive working relationship with Dr. Thornton and the BCPSS staff.

The Memorandum of Understanding for Baltimore City was recently ratified by 80% of the voting membership. However, the City has not honored the agreed upon proposal. Recently, Labor Commission Bulletin #439 reported that the front-loading of vacation days would not take place on July 1, 2014. Discussions of this

agreement continues. Updates will be released as they develop.

The good news is that Baltimore City will implement the increases as stated in the proposal. (see Labor Commissioner's Office Bulletin (LCOB) #440R).

Legislation passed by City Council on May 5, 2014 established a new retirement plan for certain employees with an effective date of July 1, 2014. There are two types of RSP (retirement savings plan) members can choose from: a hybrid membership and a non-hybrid membership. Employees of the Baltimore City Public School System who are not eligible for membership in the State of Maryland Teachers' retirement system are also eligible.

I want to thank all for your support and continuous prayers. We have made progress in this past 18 months. However, there is still much to do. Sisters and Brothers, continue to join us as we engage in "Reclaiming the Promise". Making a difference for the better is what we do!

Yvonne C. Rice

From the Executive Vice President: Allen Robinson

I want to take this opportunity to introduce myself as the newly elected executive vice president. Also as the Committee on Political Education (COPE) Chairman, I continue attending sessions at the General Assembly in Annapolis; participated in the submission of bills to the Baltimore City Council; served on the interview panel for candidates seeking endorsements from labor; member of the Legislative Committee for AFT-Maryland. As a representative of CUB, I continue to promote the issues of our members. There have been busy days and I stand ready with my fellow officers and members as we work to enhance the services and commitment of CUB.

From the Treasurer: Antoinette Ryan-Johnson

I want to express my sincerest gratitude to each and every one of you for electing and entrusting me to fulfill the duties of treasurer of the City Union of Baltimore, Local 800. My name is Antoinette M. Ryan-Johnson, I am a seventeen year employee of the City of Baltimore, the mother of one college-aged son and the god-mother of three younger children. I am also a licensed realtor in the state of Maryland. I have formerly held the positions of steward and area vice-president of the Baltimore City Police Department during my tenure with CUB. As your treasurer, it is my pledge to operate solely within the parameters of the union's Constitution and Bylaws, to be financially responsible, and to perform every duty expected of me to the best of my ability.

We are working diligently and collaboratively to continue moving this union forward along its current path and to move it in some new directions. We must maintain the union voice that has been established by our past leadership and councils. It is this voice that has been instrumental in the success of CUB and it is the legacy of our union. We are working tirelessly to educate our members about the benefits of this union and to "Reclaim the Promise." In saying that, we are asking for your individual participation. We simply ask that you attend a monthly meeting when you can, participate in a political action event when we need to mobilize, or become involved in any of our other activities. This union is only as strong as its membership and that membership is you!

In closing, I look forward to serving you as treasurer, I will always stand beside you as a union member, and we must always remember that there is strength in numbers and we do have a voice. If you have any questions or suggestions, please feel free to contact the CUB office and leave me a message. Fraternally yours.

From the Secretary: Tiffany Walker

Thanks to everyone who voted for me; I am honored that you have entrusted me to serve a second term as secretary for the City Union of Baltimore. Since being installed in October, I have served on the negotiation team that aggressively strives to secure a contract that will benefit our members. I have also had the opportunity to attend the AFL-CIO Leadership Conference where some very informative sessions were facilitated to empower Union Officers with knowledge of laws and policies to support our members. I am looking forward to being a part of a team that will take this Union to the next level.

Upcoming Events

August 5, 2014 - COPE Meeting 5:00 p.m.
August 6, 2014 - Social Committee Meeting 5:00 p.m.
August 20, 2014 - Steward Council Meeting 5:00 p.m.
August 21, 2014 - AFL-CIO Metro Council Meeting

AFL-CIO Night at Camden Yards

Members of the City Union of Baltimore, their families and friends enjoyed AFL-CIO Night at Camden yards. Our Orioles loss to the Toronto Blue Jays and there was a rain delay but all in all it was a fun time.

The cost of tickets was \$6.00, \$1.00 of which was donated to the AFL-CIO food bank. Tickets sales produced \$26,000 in donations to the food bank. Ernie Grecco, President of the Metro Council AFL-CIO, concerned that all the members were not able to take advantage of reduced price tickets, requested that Mr. Peter Angelos, owner of the Orioles, grant the AFL-CIO additional games at the same rate, to which Mr. Angelos complied. CUB has tickets for Thursday, August 28, 2014 available at the CUB office at 2117 N. Howard Street, 9:00-5:00 Monday-Thursday and 9:00-4:00 p.m. Friday for \$6.00.

Word Power

Privatize: to make private, *esp:* to change (as a business or industry) from public to private control or ownership

Ethical: of or relating to ethics, involving or expressing moral approval or disapproval, conforming to accepted professional standards of conduct.

Reclaiming the Promise

By: Maxine J. Holmes

The City Union of Baltimore has taken a stand of "Reclaiming the Promise." The Promise of America is under attack. Consequently, public services are being privatized, defunded, and deprofessionalized by our government; salaries are being cut, pensions raided, employees are being forced to do more with less. Our communities are the sufferer of this attack. Public employees provide quality services to our communities, as they have for some time; they provide education,

quality drinking water, protect the citizens of Baltimore, keep streets clean, develop and maintain the infrastructure, provide family/health services, emergency services and protection. Instead of being commended for these services their jobs are constantly being threatened, benefits cut, they work in unhealthy/unsafe conditions, lack support/resources and are treated unfairly. Regardless of these attempts to demoralize employees they continue. They provide education,

Reclaiming the Promise – Cont’d

health, protection, safety and quality services to all of our community. It is time to reclaim the promise, by uniting our voices. The City Union of Baltimore kick-off event was held on **May 21, 2014**. AFT’s goal is to advocate for vibrant neighborhoods and communities, adequate and stable funding with public support. CUB has embraced this goal. It is understood that this goal can only be met by partnering with the “community to build support” and to ensure tax dollars are properly invested back in our communities. We will start by training our executive council and request they commit to assist in accomplishing these goals. There will be commitment cards available for our members and the community to complete and return. We look forward to your support. If you would like to assist with this campaign please contact Maxine Holmes at the CUB office 410-962-1492.



(CUB members committing to “Reclaim the Promise”)

Article 9 - Discipline for Just Cause

By: James Anthony

Article 9 of the Memorandum of Understanding (MOU) states: “Disciplinary action may be imposed upon employees only for just cause.” What is “Just Cause?” In 1962, an arbitration case set the precedent for determining whether discipline is warranted. This

case, “Enterprise Wire Co, 46LA362” established 7 tests or standards for “just cause” as follows:

1. **NOTICE** - Does the employee know of the rule, was he forewarned or had knowledge of the rule and the consequences for violating such rule?
2. **REASONABLE RULE** - Is the rule reasonably related to the efficient, orderly and safe operation of the employer’s business and is the performance expected by the employer such that the employer might properly expect such of the employees?
3. **INVESTIGATION** - Did the employer try to determine if the employee did violate or disobey a rule before it administered discipline?
4. **FAIR INVESTIGATION** - Was the investigation fair and objective?
5. **PROOF** - did the investigation prove the employee guilty of the offense?
6. **EQUAL TREATMENT** - Are the rules applied equally to all employees?
7. **PENALTY** – Was the penalty commensurate with the offense and the employee service with the employer?

To determine if discipline is justified, answer the seven question test above. If the tests are not met, there is a chance the discipline is unwarranted.

Steward Training

It is CUB’s commitment to continually provide its stewards with the tools, resources and information necessary to better serve its members. In this effort, training was provided to the stewards on May 8, 2014. The training, conducted by Delores Powell, Executive Assistant and assisted by Jennel Edmonds, AFT-MD and Maxine Holmes, labor representative focused on the roles and responsibilities of the union steward. The “Labor History” was presented by AFT Staff member Amy Buhruth. This was just the beginning of ensuring the stewards are well qualified, equipped and eager to provide quality services to our membership. The next training session is being planned for mid August.

PSRP Conference

City Union of Baltimore representatives (left to right)



Antoinette Ryan-Johnson, Diane Elliott, Maxine Holmes and Pauline Fayall attended the Paraprofessional and School Related Personnel (PSRP) conference in Orlando, Fl, April 10-13, 2014. Committed to

“Reclaim the Promise” they attended multiple workshops, participated in group activities, gathered information and resources to share with members and the community. This annual event sponsored by the AFT proved beneficial to all.



American Federation of Teachers National Convention

Delegates from the City Union of Baltimore joined hundreds of locals from around the country at the AFT National Convention in Los Angeles, California July 10-14, 2014.

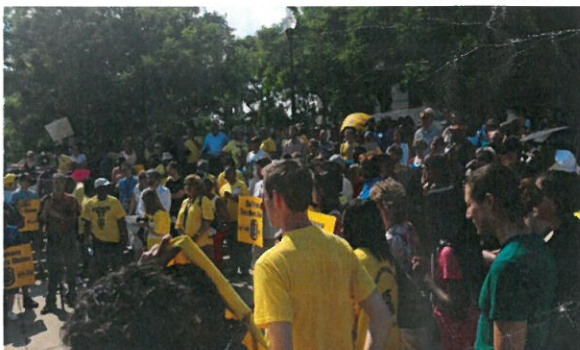
Convention delegates attended workshops and meetings, serve as participants on committees that make recommendations regarding amendments and resolutions to the AFT Constitution and By-laws, vote on issues related to public services, education, political action, human rights, women rights, collective bargaining, labor and economy, and health. Delegates also vote on proposed dues increases. This event allows CUB to have a unified voice at the national level.

To support the “AFT Gives Back” campaign, CUB attendees will donate school supplies and toiletries to support the “Los Angeles Promise Neighborhood” project, which supports a broad range of programs for kids from cradle to college to career.

Recommended Reading

Race to the Bottom: How Outsourcing Public Services Rewards Corporations and Punishes the Middle Class. You may access this publication at www.InThePublicInterest.org
Facebook.com/InThePublicInterest or
twitter@PubInterest.

Postal Workers Rally



June 16, 2014 the City Union of Baltimore joined its sister union the Baltimore Teachers Union on the steps of the Baltimore City Public School System (BCPSS) to rally the unfair evaluation process being conducted by the school system. While CUB feels it is important to stand with our brothers and sisters at BTU we have also taken action. The City Union of Baltimore filed a class actions grievance regarding similar evaluations concerns of its members. We are currently waiting a date from BCPSS to hear our concerns. CUB is requesting that any CUB represented employee that have concerns regarding their evaluation to please contact Maxine Holmes at 410-962-1492 x107 or fax the evaluation to 410-962-1495 with your contact information.



June 22, 2014 William Corbin, Area Vice President Baltimore City Health Department, joined other CUB members and the American Postal Workers Union (APWU) rally outside of Staples in Eastpoint Mall. Staples is attempting to operate a pilot program of post offices inside their stores. If this passes, instead of your mail being bring handled by current trained, skilled, qualified, uniformed mail carriers and counter workers, your mail will be handled by Staples employees inexperienced in handling mail, lower paid, without benefits. Imagine your mail being handled by a cashier or stock person. Support your brothers and sisters at the APWU. Let Staples know that you do not want them delivering your mail, and putting employed postal workers on the unemployment line.

AFT + Member Benefits

With access to a wealth of opportunities and resources, the AFT has something for you.

- Insurance for your home, auto and life—even your pets
- No fee credit card with special union-member features
- A mortgage program with special features for AFT members
- 15 percent off wireless phone plans

With the purchasing power of 1.6 million members, together we are able to access a wide array of quality programs and services.

Many of the AFT's benefit offerings are through our affiliation with Union Plus, the AFL-CIO benefits program. New Union Plus programs have been added to the **AFT +** roster of benefits to bring you savings on an even wider array of products and services.

- **AFT + Endorsed Insurance**
- **Health**
- **Legal and Financial Services**
- **Travel and Entertainment**
- **Shopping**
- **Scholarships**
- **Loan Forgiveness**

Summer Vacation

Hope you are having a good summer. It is important to relax and enjoy the sunshine. Enjoy time with family and friends. Make new friends and acquaintances. Take up a new hobby or visit some place new.

City Union of Baltimore Staff

Contact # 410.962.1492

Administrative Office

Yvonne C. Rice, President – X 101

Delores Powell, Executive Assistant – X 102

Toyaire White, Receptionist – X 100

Lynaia Jordan, Administrative Bookkeeper X 103

Labor Relations Specialists

James Anthony - X 105

Thaddeus Goode - X 104

Maxine Holmes - X 107

Ruth Pajouhandeh - X 106

Volunteers

While working the polls, CUB volunteer captures AFT-MD members and candidate volunteers working the polls for AFL-CIO endorsed candidates.



Take Legislative Action

Stay connected to the union's political and legislative program by joining the **AFT e-Activist Network** and begin receiving alerts when new action campaigns are added to the Legislative Action Center.



... is fast approaching! Look out for our children as they return to school! Be safe!



City Union of Baltimore
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It's time to reclaim the promise of high-quality public services for strong communities—not as they are today or were in the past, but as they can be—to fulfill our collective obligation to advance the common good.

Reclaiming the promise is about fighting for first-rate public services that support communities and keep them safe, healthy and vibrant.

Reclaiming the promise is about ensuring our tax dollars are properly invested back in our communities and the resources are used responsibly.

It's time to reclaim the promise of public education—not as it is today or as it was in the past, but as it can be—to fulfill our collective obligation to help all children succeed.

Reclaiming the promise is about fighting for neighborhood public schools that are safe, welcoming places for teaching and learning.

Reclaiming the promise is about ensuring that teachers and school staff are well-prepared, are supported, have manageable class sizes and have time to collaborate so they can meet the individual needs of every child.