



# ***CUB UPDATE***

Volume 1

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## **From the President**

First of all THANK YOU for voting for me as President of our union. Some of my goals are to work tirelessly to improve working conditions, to work proactively instead of reactively regarding workplace violence, and increase benefits for the members of CUB. As President my primary goal to improve the wages, benefits and working conditions for all members and to increase member participation in the important work of the union.

## **Available Position**

### **Labor Relations Specialist**

The City Union of Baltimore is seeking to fill a Labor Relation Specialist position. The position qualifications are posted on the City Union of Baltimore website. Deadline for applications is March 1, 2017. Visit the CUB website for position qualifications [www.cub-aft.org](http://www.cub-aft.org).

## **Negotiations**

### **Mayor and City Council**

Negotiations with the City began on April 28, 2016 and continues through the present time with no final resolution to the issues advanced on behalf of our Members. In a historically unprecedented way, Mayor Stephanie Rawlings Blake approached the 2016 bargaining cycle by continuing her unending demand for further wage and benefit concessions from City Employees including CUB. By way of example, and among many other similar draconian demands, the City is pushing to reduce the pay of Crossing Guards by 50%. This is outrageous. Needless to say, the CUB Bargaining Team has held strong against the City's relentless demands, and while it is unfortunate, we have not yet reached agreement for a FY2016 term. Recently, discussions have stalled to allow our new Mayor to replace her anti-union predecessor. We are hopeful that when discussions resume, Mayor Catherine Pugh will approach the discussions in a more reasonable manner; giving recognition to the hard work and outstanding contributions made by our CUB Members who keep this City working for its citizens.

## **Baltimore City Public Schools**

Despite many requests to commence bargaining with the Board in early 2016, it was not until CUB forwarded a letter to Tammy Turner, Esq., the Board's Chief Legal Advisor on October 1, 2016, did the Board finally respond. Shortly thereafter, a negotiator was hired by the Board, and one meeting was scheduled and held on November 15, 2016; during that meeting CUB's Negotiating Team was invited to an in-person presentation by Dr. Sonja B. Santelises which was held on December 14, 2016. In a thorough, but dismal presentation prepared by the Board's outside consultants, the attending Unions were advised that the Board is facing a \$130 million budget deficit. When asked directly by CUB's representatives what the Board's plans were to close that deficit, no specific plan was disclosed.

## **ARBITRATION REPORT:**

A long-service CUB member was discharged for accessing non-work related websites on his City issued computer in violation of a published City Policy. However, due to the Employer's long delay in investigating the matter and issuance of the related discipline, (both of which are violations of the time limits set forth in the CUB MOU), and because the Employer's imposition of discharge in lieu of a progressive discipline despite another co-worker being issued a written warning for a second offense of the same rule, the Arbitrator sustained the Union's grievance and awarded our Member full back pay, benefits, and seniority, (minus 1 day), effectively converting the discharge to a one-day suspension



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