

April 1, 2012

Dear AEU Brothers and Sisters,



I have some good things and not so good things to report. (Remember, a glass half full of water is also half full of air, so technically, the glass is 100% full of...)

AEU had an EERC meeting (Labor/Management) with CSEA on March 6, 2012. We covered a multitude of issues. The reason you have not seen a synopsis of that meeting is that we are endeavoring to put out a joint communiqué with CSEA that we both agree upon. There were also several personnel issues that need to be redacted.

I can, however, report that we were able to settle our grievance / Unfair Practice regarding the "Operating Policy 2" issue. The employer has returned to status quo. Even our AEU attorney of record, Bill Corman, called it "a huge triumph for AEU." The settlement has been disseminated to your Stewards and is also attached herewith.

In addition, the "CAUSE" settlement signed in December 2011 regarding dues appropriations owed to AEU, was also finalized. The employer is issuing a check to AEU in the amount of \$6,461.34. The CAUSE settlement is also attached herewith.

AEU and CSEA are collaborating on developing a working AEU/CSEA "fill-in" and/or "drop-down" viable Grievance Form.

We did *not* reach closure on the issues of previous years Project Organizer In-Lieu Days, certain personnel issues, vacancies, workload, realignment issues. There are continuing discussions on some and "agree to disagree" on others. Again, I hope to have a joint communiqué out soon, but if we cannot agree on what that looks like in the near future, we may have to agree to simply put the idea of a joint communiqué aside for the time being, and I will report out as necessary.

At the March 31st Stewards meeting, it is distressing (to say the least) to hear about the intimidation and work place bullying going on in EACH OFFICE AND DEPARTMENT throughout the State. Dear Brothers & Sisters, please pass this on to your friends in your offices, that they are not alone. A deliberate tactic of bullies is to divide and conquer and make an individual feel "less than" and, even more despicable, that they are alone. YOU ARE NOT ALONE. This is obviously a global issue that will be addressed immediately! In addition, I adjure us all to resolve our own personal conflicts internally. "Rat-finking" each other out to the employer, because "he looked at me funny" or "I heard him say to another (bargaining unit) co-worker that..." is not only non-constructive and not union building, it seeks to perpetuate unfounded rumors or perceptions that quickly snowball out of control. I remind you all that we have an internal process of mediation (and further) in our Constitution and By-laws under Article 2.

We have much to do this year. We are going to arbitration on the pension agreement this summer. We are going to arbitration on the prescription increase this summer. Negotiations are also forthcoming. Your involvement and participation in **YOUR UNION** is crucial. Please do not forget that we have the meeting calendars posted and, intermittent of the General Membership meetings, Executive Board teleconference meetings that each AEU member may listen in on. The next teleconference meeting is on 4/18/12 (call in procedures will be sent out). Please encourage your Stewards or designees to attend each meeting.

I would like to remind Stewards and their constituents that, at the January 28, 2012 General Membership meeting, \$100 per field office and \$300 for Headquarters was allocated for AEU Solidarity. What that means is that we can connect or reconnect with our co-workers to build Solidarity, have something special at our various local offices for lunch, etc. Please remind your Stewards to utilize this for solidarity and union building. Why not make AEU the home page on your computer and you will be assured to see the latest news as it comes out. Your editorials and opinions are welcome also.

I hope to see you at the next AEU meeting on **May 19, 2012** in the North.

Thank you my Brothers and Sisters, and let's work together in the coming year.

In Solidarity,

Dvora Mayer

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AEU President

