

ASPTEA  
111 W. Monroe  
Suite 1200  
Phoenix, AZ  
85003

ASPTEA.com  
602-254-8474

ASPTEA

Board of Directors:

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Vice-President:

Colleen Ostrander

Treasurer:

David Nieto Jr.

Secretary:

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Peter Ospitale

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# THE ASPTEA UPDATE

## ASPTEA SUPER RECRUITER!

ASPTEA members who recruit co-workers to join ASPTEA receive a \$25 bonus for each new recruit. In addition, at the end of each year, the member who has recruited the most new members receives an additional \$100 award as well as their name engraved on the Super Recruiter plaque at the ASPTEA office.

The ASPTEA Super Recruiter for 2016 is Michael Campos from the Phoenix Convention Center. Congratulations to Michael and thanks to everyone for your support of ASPTEA. Remember, our strength is in our numbers.

## TIP OF THE MONTH

Have you checked your file lately? You might be surprised by what you find.

Medical information, expired supervisory counseling memos, documentation of situations you never knew occurred, these are just a few of examples from this month. Everyone should take a few minutes to review their Department and Supervisor files annually to ensure that only appropriate documents are present.

Call us; an ASPTEA rep will explain the process and gladly go with you.

## Sick and Vacation Snapshot Lawsuits

The first step (opening briefs) in the sick leave appeal is scheduled for March 3<sup>rd</sup>. As you know, ASPTEA was victorious in Superior Court on this case. The City has chosen to expend more tax dollars on outside attorneys to continue to fight the Superior Court ruling at the appeals' level.

The vacation snapshot trial is also scheduled to begin in Superior Court this March. We will let you know as things progress on both cases.

In December, we attended mediation with the City in the hopes of resolving both of these cases. We made reasonable offers and were willing to compromise to resolve these issues once and for all. Unfortunately the City continues to insist on their all or nothing demands. As a result, no agreement was reached.

# THE ASPTEA UPDATE

## SECONDARY E-MAIL



Communicating with members is critical to any organization. Since the City stopped providing ASPTEA your .gov e-mail addresses, it has become increasingly difficult. At present, we e-mail to two groups: members who are registered on ASPTEA.com and those who have entered a

secondary e-mail address in E-Chris. Additionally, we are posting on Facebook and ASPTEA.com.

To help in this effort we are asking all members to please enter a secondary e-mail into E-Chris. We understand that some people are not comfortable giving their

personal e-mail to the City. If that is the case, consider creating an account just for that purpose. If you are still not comfortable, we respect your decision and your privacy and will continue to seek out other methods to keep you up to date.

## ASPTEA RETURNS ALL UNUSED DONATED LEAVE TO MEMBERS

### Notice of Inquiry (NOI)

If you receive an NOI, please do not submit a response without first contacting ASPTEA. We will be happy to assist you in writing your response and make sure you receive all the rights you deserve.

Beginning in 2014, members of Unit 7 and Unit 8 have received an additional 3 hours of vacation leave in July. This was due to a lawsuit filed by the Goldwater Institute. The goal was to eliminate or cripple employee representation in Phoenix. I would like to thank our members for their generosity during these difficult times by donating those hours back to ASPTEA so that we could continue to protect your rights, benefits and wages.

ASPTEA Attorney Mike Napier (serving as counsel for the Phoenix Law Enforcement Association) was successful in defeating the Goldwater Institute at the Supreme Court. The City of Phoenix had previously settled with Goldwater, leaving Mr. Napier and city employees to go it alone.

I am proud to say that last week's paycheck contained the pro-rated return of all unused hours donated in 2014 and 2015. 100% of the hours donated in 2016 were returned last October.

We are proud to be able to return these hours to you and we truly appreciate your support when it was most needed

## UNWRITTEN RULES



The latest in unwritten rules here at the City involves attendance. A member brought forward a concern regarding a new practice of pro-rating unscheduled leave for new hire probationary employees. As I understand it, since it's not a written policy and certainly not in an A.R. approved by the City

Manager, new hire probationary employees who accrue 3 unscheduled absences in their first 3 months of employment will receive an overall "Not Met" PMG and will be terminated. New Hire Probationary employees who accrue 4 unscheduled incidents in their first 6 months will

also be treated the same. While I agree attendance is an essential function of every position, this standard was not being communicated to new employees. Following meetings with HR and the City Manager's Office, these new expectations are now included in New Employee Orientation.

# THE ASPTEA UPDATE

## OFFICE STAFFING CHANGES



Invite ASPTEA to your next meeting!

The ASPTEA office is now fully staffed! With the Supreme Court victory against the Goldwater Institute, ASPTEA has returned to a fully staffed office. President Jason Stokes, Vice President Colleen Ostrander and Chief Representative Peter Ospitale are in the office full-time. With the addition of full-time staff and the ability to release the Executive Board as needed, we are asking any and all of you who would like us to attend your supervisor retreat, staff meeting or just stop by your shop, yard, service center or office to give us a call. We started this week by meeting with members at locations outside of the downtown area whose duties make it difficult to get to the membership meetings or stop by the ASPTEA office. It was great to get to see our members, give updates, hear concerns and answer questions. If you would like a visit, please call the office at 602-254-8474.

## **ASPTEA MEMBER LEGAL PLAN: NAPIER, CORY and BAILLIE, P.C.**

Michael Napier has been representing ASPTEA members since 1978. Mr. Napier and his firm are well known for their expertise in Labor & Employment representation. Throughout the years, ASPTEA's lawyers have secured a variety of successful outcomes for ASPTEA members. Members can call them at (602) 248-9107.

Members receive free legal coverage for:

- Administrative Hearings before the Civil Service Board
- Estate Document Preparation For Member and their Spouse
- Class Action Employment Litigation
- Office Visits and Unlimited Phone Consultations
- Legal Advice on Employment Issues
- Motor Vehicle Representation with Board Approval

In addition, ASPTEA members receive discounts on the following services:

- Personal Injury Recovery, 25% Contingency Fee for Member
- Property Damage Recovery, Five free hours of Representation
- Discounted fees on other legal services

