



# Member Handbook

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# Welcome to our Union

Welcome to Local 2428!

## **Congratulations on becoming a member of AFSCME Local 2428!**

The union that represents you: AFSCME (The American Federation of State, County, and Municipal Employees) AFL-CIO, is the largest public employee Union in the nation with 1.6 million members. In Northern California we represent over 27,000 members who work in cities, schools, counties, special districts, and transportation.

Here at the East Bay Regional Park District, Local 2428 represents over 650 workers in classifications including Park Rangers, Naturalists, Firefighters, Lifeguards, Supervisors and administrative staff. The Local was founded in 1959 by park workers that wanted fair working conditions and a living wage more in line with park workers at other agencies.

Through years of struggle and sacrifice, employees had to organize our union and negotiate for a fair contract. Today, we have a seat at the table at regular bargaining sessions, and in monthly meetings that maintain and develop your rights.

Your Memorandum of Understanding (MOU) ensures that you receive fair wages, benefits, safe working conditions, and just representation for discipline issues. These basic provisions, and the more in-depth provisions that appear in your Union Contract, apply to you by simply walking through the workplace door. This was not always the case for our predecessors.

As a dues paying member, you enjoy representation by a steward, participation in Union activities, the ability to elect your leaders, the opportunity to run for office and the privilege to vote on your Union Contract and other issues that affect your wages, hours, and working conditions.

**In Solidarity,**

Members Committee

## Why Be Engaged?



Some members think that our Union is like a vending machine, you put your money in (i.e. Union dues) and you expect to push a button and get exactly what you want: a grievance victory, a good contract, etc. A better analogy for our Union is a gym membership: you pay your money and you need to flex your muscles to be strong.

If you don't flex your muscle, you don't blame the gym for being weak. It is the same with our Union. You pay your dues and our Union gives us a lot of ways to flex our muscle: Union membership meetings, Steward trainings, Solidarity events, Next Wave (which targets young and new AFSCME members) events, community service opportunities, educational events from financial planning to knowing your rights in the workplace, political action and more. If you don't take advantage of all our Union has to offer, you are not flexing your Union muscle.



Chris Worker  
Local 999

AFSCME Member Number  
12345678



*Member in good standing.*



We look forward to seeing you soon.  
Participate in AFSCME Local 2428 and  
we will have a strong Union!

## Local 2428 History

The benefits we enjoy today were won by Local 2428 over the last six decades. By working together, Local 2428 members have improved the East Bay Regional Park District and our working conditions.

- **1959** - After public employees won the right to bargain collectively, Local 2428 was formed as one of the first public employee unions in California.
- **1964** - Union negotiated a retirement plan.
- **1969** - The first Union contract was written.
- **1970** - First female Ranger hired, followed by the first lawsuit to create affirmative action.
- **1972** - East Bay Regional Parks Employee Union is formally chartered as Local 2428 by AFSCME, emerging from several other arrangements under AFSCME beginning in 1959.
- **1975** - Local 2428 initiated a two-month strike for job security and Union protection.
- **1977** - Union opposed dangerous herbicides and created the Ecology Committee to protect the health of its members and the delicate ecosystems we work in. Also, despite Park District objections, the Union was able to create the Sick Leave Bank, to help a worker who was undergoing cancer treatment.
- **1979** - Apprenticeship program and paternity leave were established.
- **1980** - First Union Safety Fair was held.
- **1982** - Local 2428 became affiliates of Council 57, a collection of AFSCME locals throughout the region.
- **1990** - Pay equity settlement for clerical position was implemented.
- **1992** - Domestic partners benefits were established.
- **1993** - To protect park workers and visitors, IPM was initiated to reduce pesticide use.
- **1995** - Lifeguards and firefighters won Union rights.
- **1998** - Pay equity settlement was negotiated, and Board granted holiday for Martin Luther King Jr. Day.
- **1999** - Medical plan preserved, medical and retirement benefits began.
- **2000** - Union members became eligible to join CALPERS 2% at 55 retirement plan.

## Local 2428 History Continued ...

- **2003** - The Union won the fight for retired members to remain on the group health plans.
- **2004** - CALPERS retirement benefit increased to 2.5% at 55.
- **2006** - Lifeguards received overtime pay, uniform allowance, acting pay premium, and cash in-lieu payment increased.
- **2013** - Local 2428 receives Last, Best, Final from EBRPD and mobilizes serious strike plans. Local's campaign results in mediated settlement.
- **2016** - Former Union President elected as EBRPD Director.
- **2017** – Negotiated equity adjustments and \$1M allocated for a comprehensive classification and compensation study.
- **2018** – New HR Policies on Discrimination put in place.



# Highlights of your Rights and Benefits on the Job

As a Union member, your working conditions, wages, and hours are protected by a contract between East Bay Regional Parks Employees Local 2428, and the East Bay Regional Park District.

Founded in 1959, our union was one of the first public employee unions in California.

**These are some of the key rights and benefits we have won:**

- Better wages
- Improved medical and retirement benefits
- A sick leave bank to protect workers in case of catastrophic illness
- District-paid State Disability Insurance benefits
- Vacation accrual, so you do not lose days at the end of the year
- A strong steward's council and grievance system to resolve disputes between workers and management
- Uniform allowance
- Apprenticeships that help workers move ahead
- Safer use of pesticides under the Integrated Pest Management Program
- A generous leave of absence policy covering maternity, paternity, educational, emergency leaves, and a guaranteed right to a six-month unpaid leave after ten years of service
- Tuition reimbursement up to \$1,600 per year for career-related education

We have won these benefits by working together as Union members, speaking out, and through political action. It has not always been easy. In 1975, we had to go on strike to protect our contractual rights against the Districts' efforts to take them away. Because an elected Board of Directors governs our employer, we have a unique opportunity to improve our working conditions, the Park District, and the quality of life in our communities.

Take a moment to familiarize yourself with your contract. Some of the most common questions are answered in Article 23, Wages and Overtime; Article 10, Health and Retirement; and Article 7, Health and Safety. You can learn more about the contract, your rights, and benefits on the job by attending Union meetings or by asking your Steward.



## Officers and Union Meetings

Local 2428 Executive Board officers are important resources. The President, Vice-President, Recording Secretary, Treasurer, Chief Steward, Sergeant at Arms, and Membership Secretary are elected democratically by ballot for a two-year term. Executive Board Members-at-Large are elected for a one-year term. To contact the Executive Board please send emails to [eboard@afscme2428.org](mailto:eboard@afscme2428.org).



- Membership meetings are typically held the first Wednesday of the month at 7:00 p.m. Dinner at 6:30 p.m. Check your Union bulletin board at your work location, or [www.afscme2428.org](http://www.afscme2428.org) for meeting locations.
- Executive Board meetings are held the 2<sup>nd</sup> to last Wednesday of the month at 6:30 p.m.

**\*\*\*Currently meetings are held via Zoom\*\*\***





## Committees

The following committees are important channels of information, and they are a good way to get involved with the union:

**\* *Committee Is Not Active***

Accident Review Board	Ecology
Apprenticeship	Elections
AWP Review Board	Health and Retirement
Baseline Medical Exam	Medical Plans
Board Executive	Membership
Board Finance	Meet and Confer
Board Legislative	Parks Press*
Board Meeting	Policies & Procedures
Board Natural and Cultural Resources	Political Action
Board Operations	Training
Board Workforce Diversity	Records Management*
Budget and Finance	Sick Leave Bank/Special Leave
Central Safety	Technology
CDF/CDC Crews*	Union Negotiating
District's 457 Deferred Comp Plan Advisory	

To volunteer or learn more about these committees, ask your Executive Board or attend a General Membership meeting.



# Resources for Union Members

## Your Contract

Your contract is the first place to look for information about your wages and benefits. If you have not received one, contact the Executive Board or Steward.



## Stewards

Stewards are Union members who volunteer to help other members and enforce our contract.

In order to answer questions and provide guidance, Stewards receive special training on our contract, labor law, and issues of interest to members. If you haven't met your Steward, call the Chief Steward at (510) 816-4540 or [chiefsteward@afscme2428.org](mailto:chiefsteward@afscme2428.org). A list of Stewards is posted on the bulletin board at every work location. Stewards Council is an active, dynamic organization where elected workplace leaders share ideas and experiences.

## On the Internet

Many Union websites offer information and subscriptions for regular alerts, and action updates.

- [www.afscme2428.org](http://www.afscme2428.org) – Member resources, upcoming events and updates on What's New at AFSCME 2428.
- [www.afscme.org](http://www.afscme.org) – AFSCME international union: information on organizing, healthcare, retirement, health and safety, politics, legislation, and member toolkits, officer roles, and financial codes.
- [www.calafscme.org](http://www.calafscme.org) – AFSCME California for state issues affecting public sector employees.
- [www.afscme57.org](http://www.afscme57.org) – AFSCME District Council 57 representation and steward toolkits.
- [www.workingcalifornia.org](http://www.workingcalifornia.org) – California Labor Federation, AFL-CIO for state issues, California Legislature representative voting records and contact information.
- [www.aflcio.org](http://www.aflcio.org) – A wealth of resources, including action alerts and national labor movement information.

## Your Right to a Union Steward

- You have the right to have a Union Steward present during any meeting *you think could lead to discipline*. Read the following statement to management and contact a Steward immediately:

### WEINGARTEN RIGHTS

*If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request my union representative, officer or steward to be present at this meeting. Without union representation, I choose not to participate in this discussion.*

- This is your right under a US Supreme Court decision called Weingarten.



## AFSCME Member

# Bill of Rights

**As AFSCME members, we have the right to:**

### **1. Membership**

No person otherwise eligible for membership in this union shall be denied membership, on a basis of unqualified equality, because of race, creed, color, national origin, sex, age, sexual orientation, disability, or political belief.

### **2. Freedom of speech**

Members shall suffer no impairment of freedom of speech concerning the operations of this union. Active discussion of union affairs shall be encouraged and protected within this organization.

### **3. Freedom from bosses**

Members shall have the right to conduct the internal affairs of the union free from employer domination.

### **4. Fair elections**

Members shall have the right to fair and democratic elections at all levels of the union. This includes due notice of nominations and elections, equal opportunity for competing candidates and proper election procedures constitutionally specified.

### **5. Hold office**

Members shall have an equal right to run for and hold office, subject only to constitutionally specified qualifications, uniformly applied.

### **6. Review financial records**

Members shall have the right to a full and clear accounting of all union funds at all levels. Such accounting shall include, but not be limited to, periodic reports to the membership by the appropriate fiscal officers and periodic audits by officers elected for that purpose or by independent auditors not otherwise connected with the union.

## 7. Vote

Members shall have the right to full participation, through discussion and vote, in the decision-making processes of the union, and to pertinent information needed for the exercise of this right. This right shall specifically include decisions concerning the acceptance or rejection of collective bargaining contracts, memoranda of understanding, or any other agreements affecting their wages, hours, or other terms and conditions of employment. All members shall have an equal right to vote and each vote cast shall be of equal weight.

## 8. Due process

Charges against a member or officer shall be specific and shall be only on grounds provided in the International Constitution. Accused members or officers shall have the right to a fair trial with strict adherence to due process. The accused shall be considered innocent until proven guilty.





# The Union Difference

Life is better in a union. Having a voice on the job means better pay, better health care, a more secure retirement and so much more. It means having a say in safety, staffing and other important issues that help AFSCME members do their jobs and keep America running.



Ever have a disagreement with a boss? Ever been unfairly disciplined on the job or even fired? Being in a union means you have the right to be heard – and it means your coworkers have your back. Worried your workplace isn't safe? Do you know you could serve the public better if you had more

resources? AFSCME members have the power we need to fight for safe, effective workplaces. We make our communities stronger because our union is strong.

Union members win. We earn more money. We have access to better health care. We're more likely to retire with a pension. We are better trained, have workplaces with higher safety standards and are more likely to have the resources we need to serve our communities.

By working together to negotiate strong contracts, we can guarantee the things you care about, like decent raises. By harnessing our members' energy and tapping our leaders' strengths, we can continue to build a stronger union.

**That's the union difference!**

**Learn More at [AFSCME.ORG](https://www.afscme.org)**

# Member Only Benefits

Please visit [AFSCME.ORG](https://AFSCME.ORG) for more details.

## Money & Credit

- Credit Card Program
- Credit Counseling
- Prepaid Visa
- Personal Loan
- Consumer Tips

## Education

- Scholarships
- AFSCME Free College
- Bachelor's Degree Program

## Home

- Homeowners Insurance
- AT&T Discounts
- Flowers & Gifts
- Mortgage Financing Options
- Real Estate Rewards
- Professional Moving Discounts
- Budget Truck Rental
- Home Security
- Legal Help

## Travel & Fun

- Car Rental
- Vacation Tours
- Travel Center
- Water & Theme Parks
- Movie Tickets
- Concerts & Events
- Restaurants

## Auto

- Auto Buying
- Auto Insurance
- Car Rental

## Insurance

- Life Insurance
- Homeowners Insurance
- Renters Insurance
- Auto Insurance
- Accident Insurance
- Pet Health Insurance

## Health

- Retiree Health Insurance
- Dental
- Prescriptions
- Medical Alert Monitoring
- Vision
- Hear in America
- Union Plus Hearing
- Medical Bill Negotiating Service

## Legal

- Union Plus Legal Services
- Public Safety Protection Plan





80 Swan Way, Suite 110  
Oakland, CA 94621  
(510) 577-9694



<http://www.afscme2428.org>



<https://www.facebook.com/AFSCMELocal2428/>



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