



Take-Home Vehicles:

We met with the District on Wednesday at 3:30 regarding the take-home vehicle operating efficiency. Again we stated that the significant reduction of vehicles would impact on available hours Supervisory staff would have on a daily basis, delay response to common after-hour emergencies, and lack of efficiency in responding to daily operating requirements when pool cars had to be used. The District intends to reduce the take-home vehicles from 116 to 66 and turn in 22 “under utilized vehicles.” The District informed us that they will move ahead with their plan to eliminate most take-home vehicles including those that were grandfathered in 1999. It was obvious that continued discussion would not change the situation. We informed the District Local 21 would be filing a Grievance on the Grandfather issue on May 26 the date of implementation.

The new Procedure 709 has not yet been published but Management staff has been told to inform their staffs of the new vehicle procedure and reductions. At this time the E-board is recommending that our members **document specific instances** where lack of vehicle(s) directly impact or delay your ability to perform assigned daily tasks and/or standby response to an emergency. The E-Board asked that the District provide the procedures to be used and the locations where pool vehicles can be checked out. The District agreed to do that.

The E-Board recommends that Local 21 members do not use their personal vehicles for District business. No employer can require you to utilize your personally owned vehicle (POV) for business. Utilizing your POV may increase your insurance costs and should there be an accident, the District has no liability to compensate you for your vehicle damage or personnel injury. For those members that have lost a take-home vehicle, please review the procedures for requesting transit subsidy or submit your request for parking as your particular situation may dictate.

WHS News and Comment:

[Draft RSP Comment Period for Crane Use and Inspection \(RSP 3400\) and Radiofrequency Safety \(RSP 5300\)](#)

Two Required Safety Practices (RSPs) are open for comments. **RSP 3400 Crane Use and Inspection was revised** to simplify the crane inspection form and to clearly define crane inspection recordkeeping requirements. **RSP 5300 is a new RSP regarding safety around equipment generating radiofrequency energy.** The RSP contains guidelines on radiofrequency energy sources and work practices to follow at sites where high energy radiofrequency antenna are present (e.g. cellular towers, microwave energy, etc.). The draft RSPs are available on the WHS intranet site or by contacting Chris Dembiczak in Workplace Health and Safety. Comments on either RSP are due to Bruce Lepore blepore@ebmud.com by June 3, 2009.



**2009 PERFORMANCE PAY SCHEDULE
Local 21 Employees**

DATE	EVENT
May 19	HR distributes instructions and policy to Department Directors and Managers <ul style="list-style-type: none"> • Departments begin performance reviews
June 25	Departments submit recommendations to HR <ul style="list-style-type: none"> • Department heads review performance pay ratings for consistency with performance evaluations. • Department heads turn in performance evaluations and spreadsheets.
July 31	<ul style="list-style-type: none"> • HR reviews recommendations for compliance with procedures, costs proposed awards and provides program consultation to departments.
August 13	<ul style="list-style-type: none"> • GM confirms awards are within budget and authorizes distribution. • HR provides department heads with summary award report and supporting materials. • Department heads notify their employees on their award/no award decisions.
August 13 5 a.m. PST to August 25 9 p.m. PST	Employees advise Fidelity of any changes they may wish to make to their 401(k) or 457 deferrals for their September 4 paychecks.*
August 25	HRIS updates PEOPLESOFT database with lump sum awards for processing by Payroll.
September 4	Lump sum awards paid*; deferrals* occur.

* Performance Pay awards included in the **September 4** paychecks will automatically be distributed in cash unless the employee establishes a deferral account or changes their existing deferral options directly through Fidelity. Contact Fidelity at 1-800-343-0860 or access on the web at www.fidelity.com/atwork. More information will be provided with the award letters distributed in August.