New Mexico Organic Commodity Commission
First Agency of Many to Restructure

Members Asked to Take Action
Your Agency Could Be Next

What is happening with Restructuring and the 3.2% budget cuts in your agency? If you don’t know yet you should be asking someone. Does your agency VP and union stewards know the answer? Are they asking questions from their agency HR representatives? The story coming out of NMOCC is the reason we should all be asking these questions.

For a tiny agency with three FTE all Union members and one on probation, NMOCC’s issues are way out of proportion. The Restructuring Task Force has recommended the merger of NMOCC and NMDA and negotiations are continuing for the anticipated move. NMOCC is an agency covered by our union contract and New Mexico Department of Agriculture [NMDA] is not a union agency.

As the Rich Get Richer
Working Class Wonders - What Happened to the Pensions and Health Benefits?

Does it feel like every day there is a story in the news blaming public workers for higher taxes, less services, and the like? The truth is that tax rates are lower than they have been in decades. The rich are paying less than their fair share.

Recently there have been many stories of the very rich attacking the middle class and more specifically, public employees. The billionaires who own the media empires are blaming everyone but their fellow billionaires for the country’s economic crisis. They argue that taxes

Say the words "Public Service Employees” today and you’re not likely to hear flattering comments from an American society that has been poisoned about the work we do.

Some of the false accusations are: pensions are too generous, compensation too lucrative, performance is inadequate, and the work unnecessary; although our efforts include protecting the public health and safety, educating America’s youth, and safeguarding lands held in public trust for our children and grandchildren. And, of course, anti-government extremists claim there are simply too many of us serving our nation.

Nonpartisan research shows public service employees at local and state levels earn 12 percent less than private sector counterparts do and about 50 percent of us have earned college degrees compared to 23 percent in the private sector. Anti-government radicals believe a 25-30 percent staff vacancy rate in New Mexico state government is just the beginning and that tax revenues supporting these public services (currently at lowest levels in about 60 years) should be further slashed.

CWA Union Stewards battling in the trenches increasingly report that staff shortages continue to create stress among employees and that animosity is growing in the workplace. Co-workers feel they are being pitted against one another as salary, benefits, and choice job assignments are extended unequally. The fact is that in 2010 there are fewer nurses traveling the state to provide healthcare to citizens, although the number of citizens in need continues...
Supports protecting public employees from layoffs, furloughs and wage cuts.

Pledges not to privatize public services.

Supports protecting your pensions.

Private school vouchers and tuition tax credits hurt public schools.

Student test scores should not be the sole criteria for teacher salary and retention.

Public education should be fully funded.

YES. Diane won’t layoff, furlough or cut wages of union workers.

YES. Diane understands contracting -out costs more & delivers less.

YES. Diane believes you should receive the pension you worked hard to earn.

YES. Diane will use public money only for public schools.

YES. Diane wants teachers evaluated on total classroom performance.

NO. Susana Martinez believes it’s “acceptable” to have “draconian” layoffs, furloughs & wage cuts.

NO. Following the lead of Sarah Palin & other Republican governors, Susana Martinez will privatize public jobs & services.

NO. Republican Susana Martinez says the state budget is “bloated by 50%.” Large cuts will put pensions at risk.

NO. Susana Martinez wants to give tax money to wealthy private schools and has said she supports “vouchers.”

NO. Susana Martinez wants to test several times a year and use tests alone for evaluation, salary and retention.

NO. Republican Susana Martinez says the state budget is “bloated by 50%,” meaning large education cuts.

Supports protecting your pensions.

Student test scores should not be the sole criteria for teacher salary and retention.

Public education should be fully funded.

YES. Diane knows we have to find the funds to invest in our children’s future from pre-school through graduation.
OSE Organizing Leaders!: Left to Right: Joe Montoya--Engineer Tech, Gary Storm--Attorney, State Personnel Rules are one thing, but backing them up with a out of scope through contract language that can trigger desk audits. rights under a Union contract, which would address the issue of working probably not be replaced. Workers are looking forward to exercising their expected to perform the work of 2-3 jobs after employees leave that will contractors even when classified workers could do the work. Many are passed over for promotions and pay increases, and the continued use of all underpaid. They are tired of disparate treatment, favoritism, being Despite the wide array of disciplines in OSE, many issues and concerns that workers confront are very similar. All workers want a voice at work and to be treated fairly and equitably by their supervisors. Subjective or irrelevant evaluations and reprimands without merit are just two examples of actions a Union can address.

Many OSE employees feel unappreciated, exploited, and most of underpaid. They are tired of disparate treatment, favoritism, being passed over for promotions and pay increases, and the continued use of contractors even when classified workers could do the work. Many are expected to perform the work of 2-3 jobs after employees leave that will probably not be replaced. Workers are looking forward to exercising their rights under a Union contract, which would address the issue of working out of scope through contract language that can trigger desk audits.

State Personnel Rules are one thing, but backing them up with a out of scope through contract language that can trigger desk audits. workers support the Union, which will be our continuing focus in all locations.

As we close in on the magic number needed to achieve a majority, our committee looks at past aborted attempts to achieve a seemingly impossible goal stretching back 25 years and more recent attempts in 2004-05. Some committee members and supporters have participated in earlier campaigns. Others have increased their participation gradually, feeding off one another’s enthusiasm but also being careful not to get euphoric with false hope.

Our organizing method has been simple: develop a strategy and be prepared to change or adjust it at a moment’s notice. The first step was to find leaders who would form the foundation of the campaign. The next was to form an inside committee - which consists of workers from a wide range of disciplines such as technical, clerical, IT, legal, and engineering. We knew that unless our committee contained members from the whole spectrum of workers, we could hardly expect broad support across the state.

Desperate for service necessary before retirement, etc) there is no guarantee of job retention.

A SPO representative contends that FTE staff must be laid off, then reapply to NMDA for the exact same jobs each has had for over ten years. The question arises for NMOCC employees, “If there are no funds, how do we know the positions will not be eliminated once moved into NMDA”? In addition, it’s become clear that the services of NMOCC’s CFO (a 17 year employee) will not be required by NMDA because NMDA has their own financial staff, but no one will come right out and say so.

We will continue to report on the situation with NMOCC as we learn more. We encourage all state employees to find out what is happening in your agency before it’s too late to fight back.

Support The Organic Commodities Union Workers
With OVER 40 YEARS of combined service!
Voice your opinion at the next Government Restructuring Task Force September 16th and 17th Public Employees Pay Taxes, We are Citizens of New Mexico and We Vote!
Engineers cont. from page 3
Contract really means something more. Because the State of New Mexico has signed the Contract jointly with the Union, the legitimate and legally enforceable rights and responsibilities of OSE employees will be protected against capricious actions.

Four of our OSE committee members offer their perspective on a unionized OSE: Diana Hardy says, “I want a union to represent and advocate for employees rights and to give us a voice for better working conditions.” Susan Hoines adds that she “wants greater than zero influence on decisions about her professional life such as furloughs, layoffs.” Joe Montoya believes that “having a union means feeling supported and not being alone without any backing.”

Other workers share similar viewpoints voicing hopes that the Union contract offers a way to deal effectively with unfair managers, who are often backed up by HR, and with disciplines that fail to follow correct procedures without adequate evidence and notice. Most workers want an end to bullying, mobbing, and lack of respect for their dedication and hard work.

In the final phase of the OSE campaign, we are also receiving help from our Local’s union brothers and sisters in the Department of Health and Environment Department.

Twenty-five years is a long time to wait!

CWA 7076
Representing 4,300 N.M.
Public Service Employees
505.955.8534 / www.sea-cwa.org
contact@sea-cwa.org

Public Service Budget Cuts cont. from page 1
Public Service Employees are the reason the United States of America remains a first rather than third-world nation. Without your sacrifice, our streets would return to the lawless, wild west; food and water supplies would be unfit for human consumption; our children would be unable to aspire to achieving their American dreams; and, our environment would be further exploited in a race to the bottom dictated by greed and profit taking.

THE TIME IS NOW TO STAND OUR GROUND!
Our opponents are relentless. Their activities know no rest. Simply stated, if you do not remain vigilant and get involved, we lose. Start NOW by going to the union website, read CWA 7076’s talking points and begin to voice your opinion by writing your local newspaper and contacting your elected representatives by letter, e-mail, phone calls, and best of all, in person.

Remember there are over 25,000 Public Service Employees – and WE VOTE!

-- M.D. Conway and S. Goold

The Gulf is Back! Louisiana Shrimp Boil and Phone Bank
September 22, 5:00pm to 8:00pm
Center for Progress and Justice
1420 Cerrillos Rd., Santa Fe, NM

Make BP Spend it all, Ben Ray!
If you liked the Walk & Roll Phone Bank
You’ll LOVE the Shrimp boil!
Make Calls for Your Favorite Candidate!
Keep blowin up them Cellies!
Prizes for Completed Calls
Great Food!

-- M.D. Conway and S. Goold