



GOVERNMENT SUPERVISORS ASSOCIATION OF FLORIDA
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 100, AFL-CIO

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Dear Broward Professional,

We won! The Association is proud to announce that we were successful in litigating the grievance/arbitration regarding the unilateral elimination of bonuses for our professionals on the "Leadership Performance Review". As you may remember in late September of 2007, Administrator Brangaccio said in a memo that "performance bonuses tied to the Leadership Performance Review (LPR) evaluation system for FY-08 will not be approved". This action precipitated a class action grievance filed on your behalf, by your Union.

The third step class action grievance was heard and denied in early September of 2007. We filed for arbitration on your behalf and the matter was heard before an arbitrator in early July of 2008.

We just received the ruling. The Arbitrator ruled in part that "because it is clearly stated in Article 11 C-2 of the collective bargaining agreement that "... employees with performance that exceeds expectations will be eligible for bonus consideration ..." the remedy, which both parties agreed would be appropriate if I ruled that the grievance should be sustained is that the eligible employees of the bargaining unit should be considered for a bonus". This decision is exactly what the Association was fighting for. We demanded, on your behalf, that Broward County honor our collective bargaining agreement until the agreement expires September 30, 2008.

This is an important win for us and we need to celebrate our victory. Just as important, we now need to move on with our next task-negotiating a successor collective bargaining agreement to the one we presently enjoy. We can all see the tumultuous times we are currently experiencing in Broward County. Many of your co-workers, if not yourself, have been represented by your Union in the reduction-in-force meetings that are presently being held. We are insuring that the rights of our Union members are being strictly adhered to in this difficult time of lay-offs.

This brings me to the next point which is we must all pull together and support our brothers and sisters affected by lay-offs as well as protect the livelihood of the employees that remain. This is a pivotal contract year and strength in negotiations is directly correlated to the number of union members. Broward County knows exactly how many members we represent and this number equates to strength at the bargaining table. We need your help. If you are already a member we thank you for your continued support and ask you to talk about the Union to a co-worker and sign them up. If you are not yet a member, please add to our strength in collective bargaining by signing a membership application and joining us today.

We are going to experience many challenges in the upcoming years. The budgetary cuts are likely to continue as mandated by the voters and legislatures. It is important that we take the challenge and grow our Union so we will be able to negotiate on your behalf from a position of power. The next step is up to you. Fill out a Membership card if you're not already a member and sign up a coworker if you are.

Sincerely,


Greg Blackman, President