



Government Supervisors Association of Florida
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GSAF TODAY

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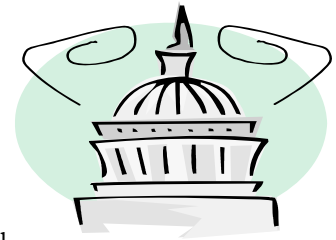
Deborah Stone

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Property Tax Reform

by President Richard Ellis



The major issue of the 2007 Legislative Session is property tax reform. Property taxes have increased by approximately 36% statewide over the past three fiscal years with the largest increase (18.5%) occurring during the current fiscal year. There is no doubt that something needs to be done especially for the working class homeowners who are finding it more difficult to pay their tax bill. However simply “rolling back” the tax rate could be very dangerous. Presently, property taxes are the largest revenue source for state and local governments. Cutting or scaling back on the work force as a result of a major tax roll-back could have a direct impact on the services our members provide to the communities we work for and live in. By working with the Florida AFL-CIO our goal is to ensure the proposal the legislature is asked to vote on provides the needed property tax relief without bankrupting our county and city governments who provide the bulk of the services we have come to rely on. The GSAF is in contact with our lobbyists in Tallahassee on a daily basis and we will continue to monitor the situation very closely.

In Solidarity,

Richard

New Benefits for GSAF Members Only

by First VP Greg Blackman

By now all of you should have received your package for the new benefits that have been made available for GSAF members only. Working in partnership with the OPEIU we have been able to offer these new benefits at no cost to you. These benefits are in addition to the “Union Plus” benefit program provided through the OPEIU and the AFL-CIO. GSAF staff, working with OPEIU International staff, will be visiting work sites as part of our plan to expand these services.

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GSAF is Growing : **By Kit Rafferty GSAF Staff Organizer**



Have you thought about being an Information Rep for your Union?

Being a GSAF/OPEIU, Local 100 Information Rep is a great way to be active in your Union while you are at work.

Interested?

A Union Information Rep acts as the “eyes and ears” of the Union in the workplace.

So many times Union members think that the Union must know what is going at their work site. Not true! The Union finds out only when a member calls and then sometimes it is too late to resolve the issues.

When the Union is aware of contractual violations, on site safety issues, unfair work schedules, et cetera the Union can take action. That is why it is critical to have a Union Information Rep at every work site.

What does a Union Information Representative have to do?

- Be the first line of communication with the Union members in your workplace.
- Know who is a member of the Union at your work site and who is not.
- Call Union when you hear something that might impact the members. No matter how silly a rumor may seem to you, your Union needs to know.
- Post information about the Union and the benefits of membership on the bulletin board in your workplace.
- Remind Union members about Union meetings and ask them to attend.
- Notify the Union of changes in the bargaining unit. If someone resigns or retires, they don't always let the Union know.
- Keep membership cards with you so you can sign up new members.

Want to get involved? Please call Kit Rafferty 305/477-9644 or 954/920-0046

2007 OPEIU Romeo Corbeil/Gilles Beauregard Memorial Scholarship Fund

The OPEIU Romeo Corbeil Memorial Fund offers an opportunity for children of OPEIU members to attend a summer camp and learn about unions and issues such as sex discrimination and racism while having fun.

The application **deadline** for the Scholarship Program is **June 30, 2007** and is offered to children between the ages of **thirteen (13)** and **sixteen (16)**.

Contact the GSAF office for more information.

New Benefits Are Working For Our Members

GSAF member Rhonda Spencer of Dade W/S Dept. advised a group of fellow members at a recent GSAF workshop.

“ I saved 30% more on prescription drug costs by using the Union Careington Card than I would have received had I used my county AvMed plan”.

The Careington Card is just one of the NEW Benefits GSAF members are receiving.

Membership has it's Rewards

Know Your Rights

By Linda Romero Dade Field Representative

When DO YOU ask for Union Representation? WEINGARTEN RULE



What is an investigatory interview?

It's when management asks *questions* or asks you to put *something in writing* to *obtain information*.

When should you request union representation?

The first time management calls you into an **investigatory interview** to *obtain information*.

Does management have to tell me I need to request union representation?

No!

What if they ask me to put something in writing?

If the request requires a response that could cause you to receive discipline, you need to request union representation.

NOTE: When they call you in for an interview, you must go to the interview and request union representation.

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Broward Up-Date

By Rick Cutshaw Broward Field Representative

On February 23, 2007, the County Administrator, Pamela Brangaccio, met with officials of the County's four unions. At the meeting we discussed the impact that cuts in State funding might have on next years budget. We all agreed that we would stay in touch with each other and meet again as more information becomes available. As of this writing the State Senate and State House of Representatives each have very different ideas as to how to achieve property tax reform. What they finally come up with will affect us all. Both versions call for cuts in funding with the House version being much more extreme. At this point the House and Senate are so far apart some wonder whether or not they will be able to reach a compromise before they adjourn in May. Many rumors are flying around and we continue to receive calls from members asking about layoffs. In our supervisory and professional units we have only received notification of **one** position that is being eliminated. If you have any concerns, questions or rumors that you want addressed, please call us at (954) 920-0046 and we will get you an answer.

Benefits

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We will be meeting with members to explain and answer any questions about these new benefits. We will post notices on bulletin boards of the locations, dates, and times of these site visits. Further, the GSAF is presently training Informaion Representatives. These are members that have volunteered their time to answer benefit questions and meet with potential new members about the benefits of joining the GSAF. Whether ensuring your rights are protected under our contracts, negotiating new contracts, or advocating in Tallahassee, our political strength comes from the number of members we represent. I encourage each of you to come by when the GSAF is at your work site and bring potential new members with you.



Greg

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When an investigatory interview occurs these rules apply:

The employee may request union representation before or during the interview.

If the employer denies the request for union representation, and questions the employee, legal recourse may be necessary.

You need to read the following if the employer persists in investigatory questioning:

“If this discussion, interview and/or the submission of a written statement could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer or steward be present at this meeting. Without representation present, I choose not to participate in this discussion or submit anything in writing”

**Government Supervisors Association of Florida
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Important Information for GSAF Members