

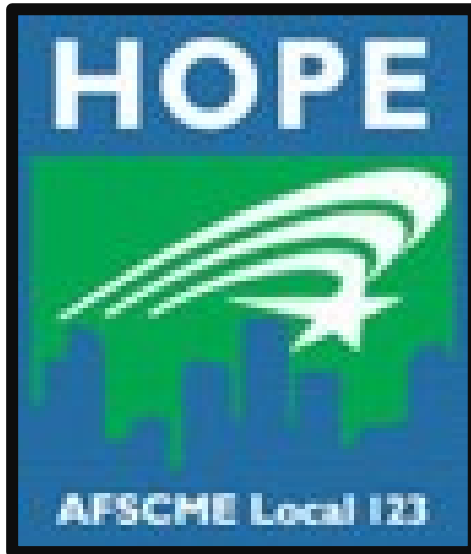


HOPE

PRESENTED BY MEMBERS OF HOPE



Presenters



HOPE Local 123

HOPE Contact Information:
(346)-277-7050
hopeinfo@hopetx.org

THE MEMBERS OF HOPE LOCAL 123

WELCOME YOU TO THE CITY OF HOUSTON



Questions? Contact: (346)277-7050

Email: hopeinfo@hopetx.org

*Houston **is the only City in Texas** that has a union with an agreement between the employees and the City Administration.*



WHY BEING A PART OF OUR UNION MATTERS TO ME



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UNION



A union is people from across our different backgrounds, using our collective power to win for city employees which benefits the entire community

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*Our union is **HOPE Local 123**, a diverse organization that represents over 11,000 city of Houston municipal employees.*

Our local union here in Houston is a part of the largest union of public employees in the nation: The American Federation of State, County and Municipal Employees or AFSCME for short.

We have 1.3 million members nationally everything from nurses to corrections officers, sanitation workers to city office workers.

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IMPROVEMENTS WE HAVE MADE

- **Labor-Management Cooperation Council**

- *Designed to tackle unique issues that affect the City Employees in the spirit of cooperation.*
- *Department LMCC: Extending this process to the Department Level.*

- **Wellness and Safety Committees**

- *HOPE Members have a place in Committees dedicated to the Wellness and Safety of all City Employees.*

- **Compensation:**

- *Includes improvements to Base Pay, Shift Differential, Longevity Pay, Compensatory Time, Holiday Pay, Call-Back Pay, Performance Pay Zone, and More.*

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IMPROVEMENTS WE HAVE MADE

- **Trainings, Certifications, & Licenses**

- *Looks to recognize current Certifications and Licenses while offering opportunities to gain more.*
- *Includes potential training to improve the skill set of City Employees for both the suggesting party as well as job classes that interact with them.*

- **Privatization & Layoffs**

- *Process and provisions to make sure City Employees have a fair opportunity to protect their jobs.*

- **Employee Evaluations (HEAR)**

- *Based on OBJECTIVE rather than SUBJECTIVE systems.*
- *Utilizes SMART (Specific, Measurable, Achievable, Relevant, Timely) Goals and regular Check-ins.*

- **Dispute Resolution Process**

- *Grievances and ECRP (Employee Concern Resolution Process): Dispute Resolution Processes to address disagreements in Corrective Actions, Workplace Safety, and fair applications of Policy and Procedures.*
- *DUR (Departmental Union Representatives): Trusted HOPE Members who are officially trained by both the City and HOPE Staff to use their experience as City Employees to aid in the Dispute Resolution Process.*

THE 3 RESPONSIBILITIES OF HAVING A UNION:

Membership, PEOPLE, & Participation.



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