

**West Virginia Public Workers Union, UE Local 170**  
**Public Policy Objectives for 2011**

These policy objectives have been recommended by union members in various chapter meetings in September and October 2010. The following Policy Objectives are union member recommendations for union political action in 2011:

**Seniority rights** – enhance seniority protection, including respect seniority for promotions and for lateral transfers – hire and promote from within.

**Cost of Living Adjustment** – 3% pay raise - \$1,000 across the board for employees and retirees.

**Living wage** – Set the state minimum wage at \$20,000 per year – same as legislative pay raise.

**Increase annual increment** to \$100 per year of services (this is a form of seniority recognition)

**WV OSHA protection** for all public workers.

**Caseload standards** for all DHHR programs and state hospital facilities.

**Stop mandatory overtime** / stop overtime abuse (agencies use comp time instead of overtime pay – agencies not allowing utilization of comp time when earned) – require double time pay for all unscheduled mandatory overtime – prohibit mandatory overtime – allow employees right of refusal for mandatory overtime.

**Grievance reforms** – move the grievance board from the Executive Branch to the Judicial Branch – define specific penalties for management bad faith. (These grievance reform suggestions were also made by WVU Graduate Students during the legislative review of the grievance process in 2009. The West Virginia Advisory Council of Classified Employees (WVACCE) invited UE Local 170 Chief Steward to their monthly membership meeting in June 2010 and expressed interest in working with the Public Workers Union on these grievance reforms.)

**Collective bargaining rights** for all public employees.

**Stop the Privatization of public services** – Stop outsourcing jobs – out of state or overseas.

**Limit the authority of the Chief Technology Officer (CTO)** – require better oversight

**Require better management of civil service** – stop age discrimination / correct the lack of training opportunities / correct the lack of performance evaluations.

**NO PEIA Premium increases** while state employees' pay is frozen – no benefit cuts.

Other? \_\_\_\_\_

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