HOPE

PRESENTED BY MEMBERS OF HOPE
Daniel Tucker
Field Organizer
HOPE Local 123
HOUSTON ORGANIZATION OF PUBLIC EMPLOYEES
NEW EMPLOYEE ORIENTATION

Questions? Contact: (832)962-4506 Email: hopeinfo@hopetx.org
Daniel Tucker (832)329-8478 Email: dtucker@hopetx.org
WHO ARE WE?

✓ Hope is an affiliation of AFSCME with 1.6 million members nationally. Formed in 2008 HOPE is the largest union for “municipal employees” in the State of Texas that has a binding Meet and Confer Agreement.

✓ HOPE specializes in bargaining for “All” municipal employees.

✓ Your membership gives you a voice in decisions that supervisors can’t control like pay, benefits and policies!

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HOPE AFSCME Local 123 History

- Jul 2006- Houston Organization of Public Employees officially Charted.
- Dec 2006- Houston City Council officially recognize HOPE
- Jan 2007- 1st Ever Negotiation Team Elections and Bargaining Process Began
- Mar 2008- After 15 Months of Negotiations, Rallies, Marches, Meetings, Press Events, and Public Pressure, 1st Ever Meet & Confer Agreement is Signed and Ratified
Meet and Confer Agreement

❖ Houston is the ONLY city in the state of Texas that has a legally binding contract with Municipal Employees.

❖ The City must meet with HOPE members to discuss any proposed changes during the contract period.

❖ The Agreement is right in line with City Policies, including Management Rights.


❖ HOPE members have the opportunity to improve the contract every 3 years

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I joined HOPE AFSCME Local 123 because having a union means having a voice on the job. Together we can stand up for job security through a grievance process, we can address workplace safety, and we have a say to negotiate things like our retirement benefits and pay.

*Michael Snow - Large Equipment Operator*

- Labor Management Cooperation Council
- Wellness and Safety Committees
- Compensation:
  - Includes Base Pay, Shift Differential, Longevity Pay, Overtime, Compensatory Time, Holiday Pay, Call-Back Pay
- Trainings, Certifications, & Licenses
- Privatization & Layoffs
- Employee Evaluations
- Dispute Resolution Process
- Vacation Time
Who Is HOPE???

The Houston Organization of Public Employees is the union for the City of Houston Municipal Employees.

ALL Municipal Employees* are eligible to support their union in bargaining.

*Other than Department Directors, Elected Officials and Their Staff, and Classified Members of Police and Fire)
Did You Know…

Fire

Established in 1902
Greater than 90% Membership
10% Raise

Police

Established in 1945
Greater than 90% Membership
10% Raise

Municipal

Established in 2006
30% Membership
6% Raise

Union Strength = Greater Bargaining Power

HOPE Members renegotiate the contract every 3 years!
- what do you want it to look like?

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Union Dues

Union membership is like a gym membership. Dues are necessary to operate. And, just like a gym, if you don't show up and participate, you do not become stronger.

- Union Dues are necessary for your union's power.
- Union Dues are 1.25% of your base pay, no more than $35 dollars a month.
- Union Dues are tax deductible
As an affiliate of AFSCME, we have access to a number of member-only benefits. Some of those benefits include but are not limited to:

**AFSCME Advantage!**

**Free College Benefits**

(AFSCME offers 6 different scholarships for members and their children.)
Free College Benefit

- Degrees available:
  - Criminal Justice
  - Associate of Arts
  - Early Childhood
  - Accounting
  - Paralegal
  - Individualized Study
  - Business Management
- Online Program
- AFSCME Members, Retired AFSCME members, and family members of AFSCME members are eligible
- Scholarships
  - One time $5,000 for AFSCME members
  - Renewable $2,000 for high school seniors
  - One time $500 - $4,000 for members and families

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freecollege.afscme.org
HOPE AFSCME Local 123 is on:
- Website: www.hopetx.org
- Facebook: @hopelocal123
- Twitter: @HOPElocal123
- Instagram: @HOPELOCAL123
- LinkedIn: HOPE Local 123

HOPE Local 123 Office:
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