



TEAMSTERS LOCAL UNION NO. 17

STATES OF COLORADO & WYOMING

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July 12, 2011

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Manager of Denver Human Services

Ms. Valerie Brooks

Deputy Manager of Denver Human Services

Ms. June Allen

Acting Deputy Manager Denver Human Services

1200 Federal Blvd.

Denver, CO 80204

Dear DHS Management Team:

Teamsters Local 17 has received numerous calls and e-mails regarding a "production standard" for certain employees working at Denver Human Services.

Teamsters Local 17 did contact HR services to discuss the production standard, and was initially given a green light to have a meeting with the affected management teams. Then we were told that it was not feasible to work with more than one group because the issues may not be the same for each work group. We also obtained an e-mail from a supervisor stating, "I don't know if the union has a voice in determining the amount of work we need to do in order to meet the needs of our clients". In the same e-mail the supervisor also says, "The expectation is that the CMC will prepare for known or planned absences and do more before they leave.

First of all, **WE** will get in the middle of any issue affecting the members who pay union dues to Teamsters Local 17. If management thinks they can stop us, bring it on. We have had enough of the subtle bullying tactics of this agency. No one wants a war, but we will not back down to a good fight to protect the members of Teamsters Local 17.

Second, **WE** need to put the entire agency on notice with Teamsters Local 17. Our expectation is you allow your employees (our members) to work an 8 hour day, for a fair days wage, without creating a sweatshop atmosphere. This is not a widget production factory. This is a place where human beings provide needed services to those in need of them. Production standards fly in the face of reason when you are demanding a widget count daily.

Let's also talk about the time needed away from work to heal your mind and body so that you can replenish your work energy. Now with the "production standard", you have to do more work before you go and enjoy a vacation. Who came up with this concept, what a joke! Ok everybody you need to ramp up your production so you can enjoy your time off! How relaxing and meditating it will be for all of your employees to look forward to the relaxation of vacation with a pounding voice in their head

Affiliated with the International Brotherhood of Teamsters and Joint Council #3

Teamsters, Chauffeurs, Warehousemen and Helpers of America for the States of Colorado and Wyoming;
except Pipeline Construction, State of Wyoming; and City and County Employees, Denver, Colorado

saying” double your production before you leave or else”. Are you sure that Ebenezer Scrooge wasn’t involved in developing your production standard.

As far as FMLA, please step lightly on their Federally Protected Right when it comes to FMLA. Teamsters Local 17 will not bend in this area.

And lastly, we have heard enough from the members of Teamsters Local 17 regarding your blatant violation of CSA Rule 15:93. We will give you the rule and tell you what we have historically done when representing an employee regarding discipline or the possible contemplation of discipline.

“THE REPRESENTATIVE OF AN EMPLOYEE, INCLUDING OFFICERS AND BUSINESS AGENTS OR ASSOCIATIONS TO WHICH AN EMPLOYEE BELONGS, SHALL BE GIVEN THE SAME RIGHTS TO SPEAK ON BEHALF OF THE EMPLOYEE DURING ANY TYPE OF MEETING WITH THE EMPLOYEE’S SUPERVISOR OR MANAGER AS WOULD BE GIVEN THE EMPLOYEE.

The rule is intending to make sure that the employee has the ability to have a representative at any meeting held by a supervisor or manager. Teamsters Local 17 does not want to attend every meeting, only meetings affecting the employees working conditions, discipline, management relations issues, safety, and interactive process meetings.

Let us be clear, Teamsters Local 17 does not support or encourage employees to be underachievers or to not do a fair day of work. We have consistently supported management when it comes to workers not working at a reasonable pace, and have demonstrated this several times in Pre-Disciplinary meetings and general meetings with workers. But, we will not support a production standard that has not been vetted by Teamsters Local 17 or by The International Brotherhood of Teamsters Safety and Health department.

In closing, Teamsters Local 17 would like to set up a meeting with representatives of Denver Human Services along with the DHS Stewards and Business Agent of Local 17 to discuss your production standard and how it was developed. We would propose that the meeting take place as soon as practicable. .

Sincerely,

TEAMSTERS LOCAL NO. 17



Ed Bagwell

Recording Secretary/Business Agent

C: Michael A. Simeone
Mayor Elect Honorable Michael Hancock
City Council
DHS Teamster Stewards and Members