

From: Goold, Scott, WCA [Scott.Goold@state.nm.us]  
Sent: Tuesday, April 05, 2011 9:49 AM  
To: eboard@sea-cwa.org; Jana Smith-Carr  
Cc: Miles Conway  
Subject: Success

Dear eBoard, Miles and Jana ~

As I pointed out recently, much of our work is done quietly, behind scenes, and out of the public view. Thus, it can be hard demonstrating the value we add to the careers of our members.

For over four years, I have been working with management to properly classify the legal secretaries who are part of the WCA Dispute Resolution bureau. They assist judges and mediators as the WCA arbitrates and adjudicates to resolve conflict and disputes between injured workers and employers.

Today, in these difficult economic times, WCA Director Ned Fuller honored these hard working women by granting their request for promotion to Advanced status - and, agreed to increase their compensation in line with their new classification.

Director Fuller, while facing budget cutbacks, combined other unfilled positions, making the WCA more efficient, and used these savings to compensate our bargaining unit members fairly.

As most of our members would like pay increases as well, this victory is once again something we will keep relatively quiet. We recognize word of pay advances will get out, but it won't help us to advertise our success. This could lead to loss of morale in other bureaus.

Yet between us, we reached another milestone in our local's work. These employees, all women, were required to do advanced work but not paid - nor recognized - accordingly. This is another battle we have won - responding to unfairness and lack of justice - in our small corner of the world.

Finally, this victory would not be possible without the support of their bureau supervisor, Lucy Romero. This is another example how union leaders here at the WCA are forming strong partnerships with management - rather than fighting with each other - to better our workplace and bargaining unit conditions.

It was a wonderful and blessed feeling to be sharing group hugs this morning rather than frustration. I hope this inspires you to continue your efforts with renewed energy. We are on the right side of history and morality in our work. I hope each of you remember this.

In unity ...  
Scott

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