



## **IAMAW** DISTRICT LODGE 947

535 W. Willow St. • Long Beach, CA 90806 • (562) 427-8900 • Fax (562) 427-1122

**Agenda Item No. 6**

June 9, 2020

City of Long Beach  
Civil Service Commission  
411 W. Ocean Blvd  
Long Beach, CA 90802

### **SENT VIA EMAIL**

#### **Re: Non-Career Experience Points Proposal**

To City Manager Tom Modica and the Civil Service Commission,

I was dismayed after learning that the joint proposal, put forth by the City of Long Beach and the International Association of Machinists and Aerospace Workers Local Lodge 1930, henceforth the Union, regarding giving Non-Career Employees points toward their Civil Service Applications for new positions. This is not only a commonsense measure that ensures continuity in service, but also a moral imperative.

Many of our Non-Career Employees are paid minimum, or close to minimum, wage for unreliable hours. They work hard in service to their community. And all too often, that service goes unrewarded. City jobs are supposed to be a gateway to the middle class, especially for communities that have historically otherwise been disenfranchised. Municipal jobs have historically, if you did your time and worked hard, dedicated hours in service of your community, allowed you to have achieved the American Dream.

Long Beach, like other communities, is falling into a pattern, a culture that continuously offloads Full Time Classified duties to Non-Career, or Non-Career equivalent, employees. A culture that continuously treats these civil servants as a second-class worker. Essentially cutting families and entire communities off from their chance to achieve the American Dream. This proposal was an attempt to restore the American Dream to our brothers and sisters who are doing their time and working hard, dedicated hours of service to our Long Beach Community.

We at the Union understand and support the need for specific metrics in the hiring process. We actually expect and advocate for no less, and we thank you for your dedication to fairness. It is exactly what community oversight is meant to ensure. We only ask, why is years of service not considered a specific metric? Of course, it would need to be weighted appropriately in the final verdict, but years of service can tell us things no test or questionnaire can.

Knowing their years of service tells us that someone is dedicated and may reduce turnover and improve long term continuity of service to the community. Knowing their years of service tells us that they know our policies and systems and can follow them, which cuts down on the cost of training, and again, improves continuity of service.

We urge you to reconsider, and at very least open a dialogue on this proposal. The City and ourselves have worked hard for over two years to propose what we felt to be a fair and just policy that is long overdue. Our Non-Career Employees are a fertile ground for recruitment and the City and Community should be proud to have these pools from which to recruit. They should be proud to honor and empower their dedicated servants.

Thank you for your time and service to our community.

Regards,

A handwritten signature in black ink that reads "Ashley Gunckel". The signature is written in a cursive, flowing style.

Ashley Gunckel  
Business Representative  
IAMAW District 947

cc: R. Suarez  
S. Vasquez  
M. Duena  
T. Ashley  
D. Anderson  
C. Winting