

Bethel, Jane

From: Jane Bethel [union.lady@yahoo.com]
Sent: Sunday, October 03, 2010 1:08 PM
To: Bethel, Jane
Subject: Fw: Candidate Survey from COPE (NAGE, Local 04-200)

----- Forwarded Message -----

From: "fraleyearl@aol.com" <fraleyearl@aol.com>
To: union.lady@yahoo.com
Sent: Fri, September 24, 2010 5:25:22 PM
Subject: Re: Candidate Survey from COPE (NAGE, Local 04-200)

My responses:

1. I am a former City employee and fully respect and appreciate the contributions of our general employees in making our City function effectively and undergirding our greatness. Indeed, I would be a proponent, advocating for the prioritization of our general employees by the Council.
2. In an ideal world, absolutely, a level playing field should exist with regard to compensation, salaries and pay raises. Yet, today we find ourselves in unusual fiscal circumstances which force us to have to make difficult choices with regard to the distribution of our limited municipal funds. Be assured, however, that I will always seek equity with regard to the compensation of our general employees with their counterparts in the regions' other cities as well as throughout the Commonwealth.
3. The difference seems alarming. I'd work to close that gap.
4. I first would seek clarity and information as to why the margin, or gap, is so wide. Once I've gathered adequate comprehension I'd certainly work to forge a more balanced approach relative to our neighboring cities.
5. On the surface it seems more than rational to expect recognition of the union as other unions are recognized. Assuming that that rationality is not obscured by overriding legislation or ordinance to the contrary, I'd could advocate for appropriate recognition. I'm the child of a union member and fully recognize their value, importance and impact to our culture and society.
6. I know that this is an ongoing balancing act for City leaders, valuing the contribution of all employees through adequate compensation while seeking to grow the City with projects intended to yield meaningful revenue streams to continue affording the compensation of those employees. I will always be mindful of the needs of all our employees and will continually seek to provide appropriate, competitive compensation for their efforts.

E. Fraley

-----Original Message-----

From: Jane Bethel <union.lady@yahoo.com>
To: fraleyearl@aol.com
Sent: Mon, Sep 13, 2010 5:55 pm
Subject: Candidate Survey from COPE (NAGE, Local 04-200)

Mr. Fraley,

Attached is a candidate survey that is being sent to all the candidates running for Ward 7. It is actually the same questions that the Coalition Of Public Employees, aka, the City of Norfolk Employee Union, sent to candidates running in last May's election. We still have the same questions. Our union would like to endorse a candidate for the special election that we feel will be supportive of our union and of Norfolk employees and retirees in general.

10/3/2010

Please complete the attached survey and either send your survey responses to this email address, or you can snail mail it to me at:

5632 Brandon Blvd.
Virginia Beach, VA 23464

We would like to schedule a short candidate interview after receiving the returned surveys (will call you to find out what what time you may have on your schedule), and we would also like to invite you to come and speak to our members on October 7th at 6:30 pm at Granby High School in the theater room straight ahead as you enter from the main doors. I hope that your schedule has not filled up for that date (we just got word we would be allowed to use the room). If you have any trouble accessing the attached documents (Microsoft Word and pdf), I can get them to you in another format if you give me a call.

I have also attached our Vision, Mission, Motto and Goals so you get an idea of what we are about. Also attached are two documents that show the state of how our retirement benefits stack up to VRS and other cities in our local area. We are in the process of updating our information, and I will share our updates with the candidates as we put them together in chart form.

COPE looks forward to receiving your survey responses by September 23rd. We will not consider endorsement of any candidate that does not return our survey.

Jane Bethel

470-6276 Cell

"The brick walls are there for a reason. They're not there to keep us out. The brick walls are there to give us a chance to show how badly we want something." -Randy Pausch from "The Last Lecture"