



JANUARY 2016

Special points of interest:

- **SYCEA Membership Appreciation—Guest Guidelines on Page 3**
- **Sierra Central Credit Union Scholarships**
- **Sutter County Reclassification Study requests deadline on January 29, 2016**



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REPRESENTING PUBLIC EMPLOYEES IN CITY OF COLUSA, CITY OF WILLIAMS, CITY OF YUBA CITY, SUTTER AND YUBA COUNTIES

News Update

Unfair Labor Practice Won Against Yuba County Child Support Services!

By Business Agent Marie Clark

In November of 2013, the Union commenced meeting with Yuba County Child Support Director Tina Taylor to gain access to the Child Support breakroom. Local #1 is the exclusive representative of the majority of the employees in this department so it is important to meet with our members during their nonworking hours to answer any questions regarding their rights



Local #1 Senior Business Agent Mike Davis at the Sacramento PERB office with Child Support Services members, Peggy Clingan, Ramona Mallonee and Melinda Mangum.

under the contract. Ms. Taylor expressed a concern of breach of confidentiality due to Internal Revenue Records that are held at this department. The Union assured her that they were more than willing to take any sort of confidentiality

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SYCEA Membership Appreciation Event

By Anna Anderson, Office Manager

We hope SCEA and YCEA members will join us for the Board Installation/Membership Appreciation event on Friday, February 5, at the Veterans Memorial Hall in Yuba City. Your

Committee members have been working hard to put together a successful event.

As reported previously, the Committee has decided to do a Western theme. The caterer will be Aroma

Catering and serve a BBQ buffet. The menu will be Tri-tip, chicken, Polish sausage, potatoes and baked beans. House made BBQ sauce will be available. There will be a

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SCEA Board

President

Verena Garvin

Vice President

Pete Jensen

Secretary/Treasurer

Lorie Thomas

Past President

Ray Hogan

Directors

Agriculture

Michael Berry

Assessor's Office

Bob Buckner

Auditor/Clerk/Treasurer

John Floe

Child Support Services

Linda Trigueiro

Development Services

Vacant

DA/Sheriff (Food Service)

Clint Curry

General Services

Vacant

Health Department

Joyce Pope

Mental Health

Robert Ahu

Don Abel

Chandra Tucker

Probation Department

Hayley Thompson

Housing Authority

John Guanzon

Social Services

Susan Johnson

Superior Court

Melanie Inguanzo

CCEA Board

President

Mitchell Maxwell

Vice President

Jeremy Cain

Secretary/Treasurer

Christa Moore

Director

Mitchell Maxwell

Director

Phil Calkins

Unfair Labor Practice Won!

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training and to always be escorted and in the presence of staff at all times while there. The Union then pointed out to Ms. Taylor that she allowed people from the public to use the breakroom for parties during the holidays if they were escorted through the building, but she said there were some non-union employees who did not want the Union in the breakroom. The Union's response was these employees had to be management employees since we represent all other employees. After several unsuccessful meetings and correspondence to try to amicably settle this matter, the Union was left with no other alternative but to file an Unfair Labor Practice charge against the Yuba County Child Support Services.

The Hearing was held on November 10, 2015, in Sacramento before the Public Employment Relations Board's Administrative Law Judge Robin Wesley. Our case was presented by Senior Business Agent Michael Davis.

The witnesses were myself, and Case Managers Ramona Mallonee and Penny Clingan, and Accounting Specialist Melinda Mangum. I testified to the meetings between the department and the Union, and the necessity of the Union to have access to the breakroom to meet with their members. Our members testified to their job duties, how confidential documents are stored and how it would be difficult for the Union to have access to a confidential document. Testimony was also given of how the public was given access not just to the breakroom, but to most parts of the office during these events with an escort.

On December 15, 2015, the Judge ruled that Yuba County Child Support committed an Unfair Labor Practice and violated Meyers-Milias-Brown Act, Government Code sections 3503, 3506, 3506.5 (a) and (b) and PERB Regulation 32603 (a) and (b) by denying Local #1 access to the Yuba County employee breakroom. By this conduct, the County

interfered with the right of bargaining unit employees to be represented by their recognized employee organization, and denied the Union the right to represent bargaining unit employees in their employment relations with the County. Pursuant to Gov. Code 3509(b) the County is ordered to: **A. Cease and Desist From:** 1) Denying Local #1 representative access to the employee breakroom in the office of County Department of Child Support Services to hold site visits. 2) Interfering with the rights of bargaining unit employees to be represented by their employee organization. 3) Denying Local #1 the right to represent bargaining unit employees in their employment relations with the County. **B. Take the Following Affirmative Action:** 1) Grant Local #1 representative access to the employee breakroom in the office of the County Department of Child Support Services to hold site visits. 2) Post the terms of the Order for 30 consecutive workdays.

SCEA Officer/Director Election

On December 5, a bulletin was distributed to the membership notifying them that SCEA was accepting nominations for the **Vice President and Secretary/Treasurer** positions. The Department Directors were also up for election. The bulletin included a list, along

with the number of allocated seats for each department and number of unfilled seats in each department. The deadline for nominations was Friday, December 11, 2015 at 5:00 p.m.

No nominations were received from the members.

We would like to applaud the incumbents, Vice President Pete Jensen and Secretary/Treasurer Lorie Thomas!

We also want to thank the SCEA continuing Board Officers/Directors for their years of service.

SYCEA Membership Appreciation

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green salad with ranch and Italian dressing choices and dinner rolls. Garden burgers will be served as a vegetarian alternative. Beverages will include iced tea, lemonade and coffee.

JAZCAT will be the DJ providing a variety of music and there will be a

dance floor. There will be photo opportunities to take advantage of as well.

Members' will receive admission, dinner, a door prize ticket and two drink tickets for either beer and/or wine. **The member can bring one adult guest (18 years or older)**, but there will be a charge for the guest of \$25, and a small

processing/handling fee. The event will begin at 6:00 p.m. with dinner at 7:00 p.m. The event will wrap up at 11:30 p.m.

Please watch for a separate goldenrod colored flyer with your name on it for information necessary to purchase tickets.

We hope you can attend!

Credit Union Scholarships

If you are a college student or a current high school senior, **Sierra Central Credit Union's (SCCU)** scholarship program is open to accept applications for ALL career fields to **members or dependents of members of SCCU**. They will be awarding Twenty (20)

scholarships. To request an application: Go online to www.sierracentral.com or visit one of their 17 branch locations. Recipients are determined by a panel of judges based on the completion of the application and questionnaire, a written essay, grade point average,

demonstrated leadership skills, active participation in school and community activities and financial need. **The deadline to submit a completed application is April 1st.** Scholarships will be awarded in May. For more information contact them at 1-800-222-SCCU.

YCEA Board

President
Robin Timoszyk
Vice President
Ramona Mallonee
Secretary
Melinda Mangum
Treasurer
Stephanie Smith
Past President
John Houston

Directors

Professional Unit
Michele Kocher-CWS
Alex Hadley-Health Dept (Alternate)
Supervisory Unit
Vacant
Technical Unit
Norma Stone - Admin/Finance
Court Unit
Vacant
Clerical/Office Unit
Alicia Phillips-CWS
Maintenance/Service Unit
George Boyd-Bldg & Grounds



Yuba City Board

President
David Calonder
Vice President
Jim Murphy
Secretary
Greg Garvin
Treasurer
Tim Bybee

City Hall Director
Audie Jackson
Corporation Yard Director
Harry Rodriguez
Water/Waste Plants Director
Laci Heggstrom

SYCEA, LOCAL #1

CALENDAR



718 Bridge Street
Suite A
Yuba City, CA 95991

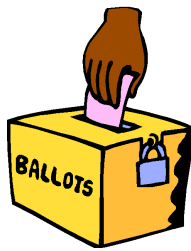
Phone: 530 674-0185
Fax: 530 674-0477
Email: Local1@sycea.org
Website: www.sycea.org

- **Thursday, January 7 — SCEA Site Rep Meeting HELD**
Union Office– Yuba City/12:00 p.m. (SCEA Site Reps attend)
- **Tuesday, January 12 — YCEA Site Rep Meeting HELD**
Union Office– Yuba City/12:00 p.m. (YCEA Site Reps attend)
- **Monday, January 18 — SCEA Board Meeting**
CANCELED—FALLS ON MARTIN LUTHER KING DAY
- **Saturday, January 23 — Local 1 Board Meeting**
Local #1 Office-Sacramento/10:00 AM to 3:00 PM (Board attends)
- **Wednesday, January 27 — YCEA Board Meeting**
CANCELED—MAY BE RESCHEDULED AT A LATER DATE

Local #1

Yuba City

Miscellaneous Unit Election



In accordance with the Bylaws the President & Secretary positions are open for election in odd years. The incumbents David Calonder, President and Greg Garvin, Secretary sought reelection. The Union received two nominations, Doug McKenzie for President and Thara Liebi for Secretary. Ballots were counted on December 22, by Harry Rodriguez and Tim Bybee.

We would like to congratulate the winners David Calonder and Greg Garvin. Thanks to everyone for participating in the election.

Sutter Reclassification Study Requests

Notice by Anna Anderson, Office Manager

If you believe that your position warrants a review due to changes in your job duties, we recommend that you discuss and make a request through your department **soon** so that your management has time to give your request fair consideration. They should have a copy of the required form. If your department is unwilling to submit a request on your behalf, contact the Association

Office for staff's assessment.

The Sutter County Board of Supervisors' policy requires that department requests for classification studies be submitted annually, at one specific period each year, instead of on a continued basis throughout the year.

Reclassification study requests must be received by the Human Resources

Department by Friday, January 29, 2016.

Department workload issues, individual performance, length of service or perceived below-market salaries, are not valid reasons for requesting a classification study. These are considered equity adjustments and are not being considered at this time.