

News Update



April 2015

Representing Public Employees in City of Colusa,
City of Williams, City of Yuba City, Sutter and Yuba Counties

Volume XXX Issue IV

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Administrative Professionals Day
Wednesday, April 22

Mission

Statement

To represent and assist public employees in their quest to improve their wages and working conditions and to ensure their rights are protected.

YUBA CITY IMPASSE UNRESOLVED

By Gary Stucky, Executive Director

On March 11, 2015, Local #1 formally proposed a two-year settlement agreement. By March 27, the City still had not responded to the settlement offer so Local #1 withdrew this good-faith effort to settle the impasse. A response from the City was finally received on Monday, March 30, in which the City's chief negotiator inferred that Local #1's settlement offer constituted regressive bargaining.

Local #1's pre-impasse salary proposal was a 3% COLA effective July 1, 2014 and a second 3% COLA effective July 1, 2015. Our pre-impasse proposal for two COLA increases did not include an agreement that employees would pay the

CalPERS Employee Contribution. Whereas, our settlement proposal provided no COLA increase and included employees paying up to 8% for the CalPERS Employee Contribution with an offset salary adjustment of 7%. The prior pre-impasse proposal clearly provided a boost to the employee's spendable income, while the latter settlement proposal simply mitigated the employee's cost of paying the CalPERS Employee Contribution. Clearly the settlement proposal was not regressive bargaining. The City's response on the other hand demonstrated their continued pattern of frustrating the bargaining process and surface bargaining. Both are

indicators of illegal bad faith bargaining.

Furthermore, our settlement proposal also postponed the 7% salary adjustment to October 1, 2015. By delaying this adjustment to October the actual cost in fiscal year 2015-2016 is equal to 5.25%. This is not a new or additional cost, since the City is already paying the CalPERS Employee Contribution (Classic Employees), which includes the majority of the Miscellaneous Unit.

Throughout our negotiations we have taken the position that the furloughs should stop effective June 14, 2014 (Contract expiration date).

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CWEA Negotiate a 4/10 Work Schedule

By Business Agent Marie Clark

The members in our City of Williams Employees Association, Local #1 (CWEA) unit had over the years worked a 4/10 work schedule. A few

years ago management discontinued allowing employees to work an alternative work schedule because they believed there was not enough

employee coverage. Some of these employees took employment with the City believing that the 4/10 schedule was a permanent

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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

Carrie Ozeran

Mental Health

Robert Ahu

Don Abel

Probation Department

Hayley Thompson

Regional Housing Authority

John Guanzon

Social Services

Susan Johnson

Superior Court

Melanie Inguanzo

CCEA Board**President**

Mitchell Maxwell

Vice President

Jeremy Cain

Secretary/Treasurer

Christa Drawver

Director

Mitchell Maxwell

Director

Phil Calkins

CWEA Negotiate a 4/10 Work Schedule

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benefit. They reported that it was difficult to adjust their lifestyle and for some it created a financial loss.

The members brought this concern to the Union's attention to address with management. In February, CWEA leaders John Benson, Glen McLaughlin and I met with the Acting City Administrator Jim Saso and Assistant City Administrator Frank Kennedy. After deliberation, we concluded that our committee would

bring forth some recommendations on how the 4/10 work schedule would benefit the City's productivity. Our next meeting was the first week in March. CWEA leaders John Benson, Pete Garcia and I met with the Assistant City Administrator Frank Kennedy. The Union gave a formal written proposal of how the City could benefit from the 4/10 work schedule and our committee presented how there would still be coverage on alternate days off. Mr. Kennedy agreed to make a recommendation to

the Williams Personnel Committee to grant the 4/10 schedule. The Committee agreed to the 4/10 work schedule with the exception of working the traditional 5/8 work schedule during the winter months from November 1st to February 1st of every year. On March 16th our members officially commenced this 4/10 work schedule. This meet and confer turned out to be a win-win for both our members and the City! *Thanks to all that helped to make this happen!!!*



SJVIA

San Joaquin Valley
Insurance Authority

REMINDER FOR SUTTER COUNTY AND SUTTER COUNTY COURT MEMBERS:

Sutter County will be joining SJVIA effective July 1, 2015. Open enrollment began on April 1, 2015 and will continue through April 30. If you did not receive an open enrollment packet, please contact your Human Resources Department.

CCEA, Local #1 Election of New Officers

By Business Agent Marie Clark

The City of Colusa Employees' Association, Local #1 (CCEA) held their annual membership meeting on March 19, 2015. During this meeting, the CCEA membership had an election of officers. The first order of business was to decide whether or not to combine the Secretary and Treasurer position on the Board. The membership unanimously decided to combine the two positions.

The results of the election are as follows: Mitchell Maxwell from the Water Works Department as President; Christa Drawver from City Hall as Secretary/Treasurer; and Phil Calkins from the Corporate Yard as a Director (replacing Alan Campbell whose term ended).

Jeremy Cain of the Water Works Department will remain Vice President and Mitchell Maxwell (who was

elected President) will remain in the other Director position as they both have one year left on their terms.

Other business included passing new Bylaws and I was introduced to the new members; Jeremy Ainger and Vern Williams. I would like to welcome the new Officers and Directors to their positions on the Board. **I look forward to working with all of you!**



YUBA CITY IMPASSE UNRESOLVED

(Continued from page 1)

We proposed an extension agreement that made our position clear on stopping at least the "banked furlough", but the City unilaterally continued this furlough without Local #1's agreement. In a further concession to the City's position, Local #1's settlement proposal acknowledged the continuation of the "banked" furlough, which provided an additional negotiated \$325,000 savings to the City.

As the Fact-finding report

acknowledged, the City is not financially distressed. Employees helped the City financially during a serious recession, which allowed City services to be maintained. Unfortunately, this Council's actions have doomed the possibility of employees ever being willing to help again during difficult times, regardless of the ultimate outcome of the pending impasse.

Local #1 remains willing to meet and confer in good faith toward a fair and reasonable settlement. Such a settlement agreement will not be

possible without both sides compromising. Throughout our negotiations Local #1 has demonstrated willingness to compromise; the City's position has essentially remained the same on the primary economic components. I have asked the Local #1 Board of Directors to consider granting strike sanction to the Miscellaneous Unit, at their April 21, meeting. The City has been invited to appear to show cause as to why this sanction should not be granted.

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**
Stephen Desa
- Secretary**
Greg Garvin
- Treasurer**
Tim Bybee

- City Hall Director**
Jose Villalobos
- Corporation Yard Director**
Dave Moore
- Water/Waste Plants Director**
Dan Poe

LOCAL #1

718 Bridge Street
Suite A
Yuba City, CA 95991

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

sycea.org

peu1.org

CALENDAR OF EVENTS

- YCEA Site Rep Meeting** —Tuesday at noon April 14
Held at the S/YCEA Union Office—YCEA Site Reps attend
- Yuba City Board of Director's Meeting** —Wednesday at 2:00 p.m. April 15
Held at the S/YCEA Union Office—Yuba City Board members attend
- SCEA Board of Directors' Meeting**—Monday at noon April 20
Held at the S/YCEA Union Office—SCEA Board members attend
- Local 1 Board Meeting**—Tuesday at 7:30 PM April 21
Held at the Sacramento Union Office—Local 1 Board members attend
- YCEA Board of Directors' Meeting**—Wednesday at noon April 22
Held at the S/YCEA Union Office—YCEA Board members attend

Special Membership Offer for SYCEA Local #1



Join AAA and the one-time enrollment fee of \$17* will be waived for employees of the Sutter/Yuba County Employees' Association.



Visit AAA Marysville or call (530) 634-7880

*Stated offer applicable to purchase of a new primary membership and includes a one-time enrollment fee waiver of \$17 for Sutter/Yuba County Employees' Association, Local #1 only. Offer good through 12/31/2015. Restrictions Apply. Offer valid at AAA Marysville branch only. May not be combined with other offers. ©2014 AAA Northern California, Nevada & Utah. All rights reserved. SYCEAMP15



Free Notary Services for Members



Business Agent Marie Clark
530 674-0185

The Union offers free notary services for members when you make an appointment. **I will not do signing documents (bank loans)**, but retirement paperwork, power of attorney, and requests for birth certificates are a few examples of the documents that I will notarize.

Please contact Marie Clark at the S/YCEA office if you would like further information or would like to **schedule an appointment** to have something notarized.

VOLUNTARY BENEFITS

Benefits Technologies Customer Service

Call : 888-941-9242 Fax : 760-477-6254

Monday - Friday 8:30am - 5:00pm PST

To visit the Benefits Technologies website, go to sycea.org and click the Benefits Technologies logo on the front page. Review benefit options, download forms, or contact them by filling out the online form on the "Contact Us" page. This is the fastest way to get answers to your questions.

To request copies of your policies, you must contact the provider directly. Go to the "Provider Info" page to call or email them.



Enterprise Rent-A-Car – Offers 10% off rates in Northern California. 673-7711

Call for the Union Office for the Corporate Code.