

# News Update



July/August 2015

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

Volume XXX Issue VIII

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## 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 Contract Dispute

By Gary Stucky, Executive Director

On the agenda of the City Council meeting May 19, 2015, was an action item to impose the City's last, best and final offer (LBFO). This was the City's one-year offer that was first made in March 2014, which continued a 5% furlough and capped the City's health insurance contribution. Staff recommended and encouraged the City Council to impose terms and conditions consistent with their stated objectives, rather than the more punitive and retaliatory terms and conditions included in the City's LBFO. Unfortunately, a majority of the City Council chose to

punish their employees for exercising their rights under the law. A special thank you to the SCEA and YCEA members that attended the rally and showed support for their Local #1 brothers and sisters.

A membership meeting was held on June 11, 2015, to update the membership on further concerted activities being planned for June and to discuss the unfair labor practice charges that Local #1 is filing on behalf of our Yuba City members. Local #1 filed an unfair labor practice charge regarding Concerted Activities, seeking Injunctive Relief and in

accordance with PERB regulations the Union gave 24-hour notice to PERB and the City. The City then chose to resolve this matter consistent with a memo sent to all employees dated May 22, to avoid PERB issuing a formal cease-and-desist order. Essentially the memo from City Manager Steve Kroeger acknowledges an agreement with Local #1 that recognizes our members' rights to participate in concerted activities without fear of discipline or retaliation.

Subsequently the Miscellaneous Unit Board of

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## Sutter County Office Assistants Successfully Reclassified — By Business Agent Marie Clark

In September 2014, the Union met with five Office Assistant IIs (OAII) and one Office Assistant III (OA III). These employees felt their job title did not match their job duties and they did not know the process to be reclassified so they brought their issue to the Union for assistance. We thoroughly went over all of their job

duties along with the job duties of a Medical Clerk. Their duties more accurately reflected the duties of a Medical Clerk. The pay of Medical Clerk was also higher, except for the one OA III who was a Lead Worker.

The Union felt it was important that all employees

in this group fill out a Position Classification Study Request Form in January 2015. We assisted the employees with completing the form, once this was done management recommended that a classification study be done. Bryce Consulting found that all employees were working

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# Yuba City Contract Dispute

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Directors approved the Articles of No-Confidence in the City Council and then submitted this matter to the membership for a secret ballot vote. The membership further approved the Unit Board's recommendation by a vote of 32 to 4. As indicated in the Articles of No-Confidence, the Articles were distributed to other labor unions, public agencies, business groups, and other

parties of interest. Go to [www.sycea.org](http://www.sycea.org) to view the full Articles of No-Confidence in the City Council.

Furthermore, the Union is preparing to file a second Unfair Labor Practice charge over the illegal continuation of furloughs during the 2014-2015 fiscal year and the City's bad faith bargaining.

The membership of the Miscellaneous Unit has been

active in informational picketing at various busy intersections, City Council meeting and distributing our Public Awareness/No-Confidence flyer at farmers markets and a cultural celebration event.

After several weeks of this activity, we will be returning to the bargaining table on August 14, 2015 to engage the City once again in an effort to secure a fair and equitable contract.

# Katz Scholarship Awards

*By Anna M. Anderson, Office Manager*

On Tuesday, July 21, at the Local #1 Board Meeting, the recipients of the Paul & Deirdre Katz Scholarship were awarded their certificates and money in a ceremony in Walnut Creek.

Eight scholarships of \$1000 each were awarded to **Eli Bergen (Concord High)**, Sponsor Adele Bergen (MDUSD); **Alexandra Boyd (Sutter Union High)**,

Sponsor John Johnson (City of Yuba City); **Dominic Dalpiaz (De La Salle High)**, Sponsor Elsa Dalpiaz (MDUSD); **Mikaela Evans (Rocklin High)**, Sponsor Patricia Riley (Sacramento Superior Court); **Joshua Gibson (Justin-Siena High)**, Sponsor Deirdre Smith (CCC Child Support); **Anika Her (John F. Kennedy High)**, Sponsor Yee Mua (Sacramento County DHA); **Kendra Rudy (Las Plumas**

**High)**, Sponsor Chandra Tucker (County of Sutter); and **Simran Thiara (River Valley High)**, Sponsor Ravandip Thiara (County of Sutter).

We would like to congratulate everyone on their award! We are also very proud to have three local recipients of the award from our location.



Angelique Boyd, with daughter Alexandra Boyd (Sponsor John Johnson); Sponsor Chandra Tucker with daughter Kendra Rudy. Tom Shirley, Interim Local #1 President, and Phil Hu, Local #1 Assistant General Manager.

Present at the Local #1 Board Meeting Awards

# Sutter County Employee Wellness Clinic

By Gary Stucky, Executive Director

During contract bargaining last year SCEA, Local #1 approved transitioning health insurance coverage from the Tri-County Schools Insurance Group (TCSIG) to the San Joaquin Valley Insurance Authority (SJVIA). The SJVIA plans made available to employees were comparable and the insurance premiums actually represented a reduction instead of a significant premium increase, if the group had stayed with TCSIG.

However, TCSIG had established a local employee clinic that became popular with Sutter County employees. During contract

bargaining SCEA, Local #1 insisted that the County commit to replacing the local clinic as a part of the agreement to transition over to SJVIA.

The Sutter County Board of Supervisors approved funding for a Sutter County Employee Wellness Clinic at their meeting on July 28, 2015. The parties had hoped this would be in place by July 1, but that was not feasible. The new clinic is scheduled to open on September 1, 2015 and will be managed by Medcor. The clinic will be staffed by either a Nurse Practitioner or Physician's Assistant and one full-time Registered Nurse, plus

support staff, with oversight provided by a physician as necessary. The County has been polling employees to determine the best hours of operation and finalizing details with Medcor.

Sutter County also plans to utilize the clinic for pre-employment physicals, required random drug testing and for worker compensation job-related illnesses/injuries. If successful, in the future the County will consider making the clinic available to employees of other public agencies that wish to participate and share in the cost.

Go to our website for information on a **Membership Pricing Program** from our **auto dealership sponsors.** [www.sycea.org/discounts.htm](http://www.sycea.org/discounts.htm)

# Yuba County Court Negotiations

By Gary Stucky, Executive Director

Last fall YCEA, Local #1 members working at the Yuba County Court approved a one-year contract, which is scheduled to expire in December 2015. The one-year contract provided a contingency that if the Courts were able to provide a minimum salary increase of 2% effective July 1, 2015, the contract would be extended automatically to December 2016.

YCEA's Negotiations Committee met with the Court on Tuesday, August 4,

to discuss whether the Court would be able to exercise this contingency option. The Court had finally just received their approved 2015-2016 fiscal year budget from the Administrative Office of the Court (AOC) and had not been able to fully analyze the budget. Therefore, another meeting was scheduled for Thursday, August 13, to continue this discussion. During the August 4 meeting the court remained cautiously optimistic about exercising the contingency option.

During the August 4, meeting the parties did discuss the Court's new case management system called Odyssey being introduced by Tyler which will assist the Court in managing their workload. Staffing was also discussed and the Union requested information regarding current staffing and the status of positions that have been kept vacant when incumbents either resigned or retired during the last several years. These matters will also be discussed further on August 13.

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## Yuba City Board

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Laci Heggstrom

# SYCEA

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sycea.org

## CALENDAR OF EVENTS

- SCEA Site Rep Meeting** — *Thursday at noon* August 06  
*Held at the Yuba City Union Office—SCEA Site Reps attended*
- YCEA Site Rep Meeting** — *Tuesday at noon* August 11  
*Held at the Yuba City Union Office—YCEA Site Reps attended*
- SCEA Board of Directors' Meeting** — *Monday at noon* August 17  
*Held at the Yuba City Union Office—SCEA Board members attend*
- Yuba City Board of Director's Meeting** — *Wednesday at 2:00 PM* August 19  
*As needed due to labor dispute —Yuba City Board members attend/Union Office*
- YCEA Board of Directors' Meeting** — *Wednesday at noon* August 26  
*Held at the Yuba City Union Office—YCEA Board members attend*



### Sutter County Office Assistants Successfully Reclassified

(Continued from page 1)

as Medical Clerks and recommended the positions be reclassified as such. Additionally, Bryce recommended that the one OA III be demoted to the new position of a Medical Clerk II.

When this reclassification went before the Board of Supervisors on July 27, 2015, the Union spoke on behalf of our member being demoted. The Union recommended that she be Y-rated per the Personnel Rules that allows for such when through no fault of the employee, such employee

would suffer an actual decrease in salary as a result of action taken by the County. The Board of Supervisors voted to grant the Y-rate by a 3 to 2 vote which allows this long time employee to keep her salary the same as it was before the demotion, until the salary of the new Medical Clerk II

equals or exceeds the Y-rated salary. The Y-rated employee will not receive any general salary increases until the Y-rate is removed. The other employees will be promoted to a Medical Clerk II with a 5% increase in salary. This is another example of how your Union is working for you!

### 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.

### CWEA Board

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John Benson

Secretary/Treasurer  
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Director  
Nick Thompson

Director  
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