

News Update



September 2015

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

Volume XXX Issue IX

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YUBA CITY CONTRACT DISPUTE

By Gary Stucky, Executive Director

After nearly a year of working through impasse, which included mediation and fact-finding, Local One has returned to the bargaining table in an ongoing effort to secure a fair and equitable contract for members in the Miscellaneous Unit in Yuba City. Prior to returning to the bargaining table, a meeting was held with the City Manager to discuss process and to ensure the parties had a common understanding regarding the time period prior to the City Council acting to impose terms and conditions.

Realizing that the Council's imposition was financially harming our members, the Union recommended narrowly focusing our proposals on eliminating the punitive and retaliatory impose terms and conditions and to secure some improvement of our members' purchasing power. In addition to reducing the number of Local #1's proposals, the decision was also made to invite the City to make the initial salary proposal.

The City initially proposed the same salary package that

they had already offered to other groups, who quickly settled their contracts last year. This included a 2% salary adjustment and \$1,500 one-time money to be effective the first pay-period after membership ratification and Council approval. Parties renew their commitments to tentative agreements previously reached pertaining to noneconomic issues. However, the parties remained at odds over other issues.

The City's continued bad-faith actions will undoubtedly impact how the Union will deal with the City in the future.

When the parties reconvened, the City had reverted back to their "carrot and stick" approach to bargaining. The City proposed a one-year agreement with no salary increase and no one-time money. Additionally, they proposed a two-year agreement that included the salary improvements noted above, the elimination of the employer insurance contribution hard cap and stopping the banked furlough (5%) reduction in salary.

The two-year proposal of course also carried the "stick" in the form of an expiration date of September 24, 2015. Attaching an expiration date does not allow for progressive advancement towards an acceptable package, but is even more offensive when the other side is unavailable to meet until after the stated expiration date.

The City's continued bad-faith actions will undoubtedly impact how the Union will deal with the City in the future. In light of the expiration date and the fact that our members are suffering financially, the Union will present the City's two-year proposal to the membership prior to the deadline and allow the membership to decide whether to accept this proposal.



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.



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

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 Moore

Director

Mitchell Maxwell

Director

Phil Calkins

REASONS TO THANK A UNION

By Business Agent Marie Clark

Labor Day was September 7, this year. There are many reasons you should “**Thank a Union**” for the many rights and benefits you enjoy as employee. You may not even realize that these rights were fought for by your brothers and sisters years ago so future workers would benefit.

Remember without a Union, these benefits and rights would likely not be available! ***Be an active member of your Union to make sure these benefits and rights remain in place!!!***

(Apply to public and/or private sector)

1. Weekends without work and 40-hour work week
2. All breaks at work, including your lunch break
3. Paid vacation, Sick leave and Holiday Pay
4. Minimum wage
5. Civil Rights Act/Title VII – prohibits employer discrimination
6. 8-hour work day and was Overtime pay
7. Child labor laws and laws ending sweatshops in the United States
8. Workers’ compensation (workers’ comp)
9. Pensions
10. Workplace safety standards and regulations (OSHA)
11. Employer health care insurance
12. Collective bargaining rights for employees
13. Wrongful termination laws
14. Age Discrimination in Employment Act of 1967 (ADEA)
15. Whistleblower protection laws
16. Employee Polygraph Protection Act (EPPA) – prohibits use of lie detector
17. Veteran’s Employment and Training Services (VETS)
18. Compensation increases and evaluations (i.e. raises)
19. Sexual harassment laws
20. American With Disabilities Act (ADA)
21. Employer dental, life, and vision insurance
22. Privacy rights
23. Pregnancy and parental leave
24. Military leave
25. The right to strike
26. Public education for children
27. Equal Pay Acts of 1963 & 2011 – equal pay between genders for equal work

YUBA COUNTY – HEALTH INSURANCE

By Gary Stucky, Executive Director

Annually the CalPERS Board of Administration sets the rates for the following calendar year. This decision is normally made during the latter part of May or first of June. Once the CalPERS Board acts, agencies participating in their health insurance have 60 days to determine whether to issue a notice of withdrawal. Once the notice of withdrawal is issued, withdrawal becomes final at the end of the calendar year. Pursuant to CalPERS regulations, agencies that withdraw are also barred from participation for a five-year lockout period.

This year the CalPERS Board approved significant increases in the premium rates, causing the County initially to move in the direction of issuing a withdrawal. The County also acted to convene the Health Insurance Committee (Committee) composed of various labor groups to evaluate the situation and consider options. The Committee met with representatives of the San Joaquin Valley Insurance Authority (SJVIA) and the

California Supervisors Association of California-Excess Insurance Authority (CSAC-EIA) and considered alternative plans that were structured to be equivalent with the current CalPERS Choice Plan or substantially similar. Additionally, acting as the County’s broker the CSAC-EIA solicited bids from other insurance providers, including Blue Cross and Blue Shield. “The Blues” declined to bid on Yuba County business due to a non-compete agreement with CalPERS.

The Committee determined that they had inadequate time to consider all alternatives and to thoroughly explore the insurance options provided by the County’s broker and/or SJVIA. One of the problems the Committee is encountering is a fact that CalPERS will not provide insurance utilization and experience data necessary for prospective insurance companies to more accurately bid. CalPERS will provide this data after a notice of withdrawal is issued; however, as indicated above this means withdrawal is final and the group is

barred from participating for five years.

After careful consideration of the alternative insurance options and the conditions presented by withdrawing from CalPERS, the Committee concluded that it would be irresponsible to issue the notice of withdrawal without having a viable and well analyzed alternative. The Committee made this decision with the realization that both the County and employees would necessarily pay significant increases beginning in January 2016. The fact is, if you look at CalPERS rate increases over the past 10 years, there average increase year-over-year are consistent with industry averages.

Once open enrollment for changes within CalPERS has been completed in October, the Committee will reconvene to continue their work. Initially, once convened the Committee will be asked to determine what their primary objectives are and what changes need to be made for longer-term solutions.

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

Newsletter Request

You can request a copy of the newsletter and we will deliver it in the workplace with your name on it.

Please email the Union Office at: Local1@sycea.org

SYCEA

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Suite A
Yuba City, CA 95991

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



CALENDAR OF EVENTS

- SCEA Board of Directors' Meeting** —Monday at noon September 28
Held at the Yuba City Union Office—SCEA Board members attend
- SCEA Site Rep Meeting** —Thursday at noon October 01
Held at the Yuba City Union Office—SCEA Site Reps attended
- YCEA Site Rep Meeting** —Tuesday at noon October 13
Held at the Yuba City Union Office—YCEA Site Reps attended
- SCEA Board of Directors' Meeting** —Monday at noon October 19
Held at the Yuba City Union Office—SCEA Board members attend
- Local #1 Board of Directors' Meeting** —Tuesday at 7:30 p.m. October 20
Held at the Sacramento Union Office—Local #1 Board members attend
- Yuba City Board of Director's Meeting** — Wednesday at 2:00 PM October 21
As needed due to labor dispute —Yuba City Board members attend/Union Office
- YCEA Board of Directors' Meeting**—Wednesday at noon October 28
Held at the Yuba City Union Office—YCEA Board members attend

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

- President**
Peter Garcia
- Vice President**
John Benson
- Secretary/Treasurer**
Monica Stegall
- Director**
Nick Thompson
- Director**
Greg Endeman

Local #1 2015 General Election Results

The tally of candidate votes that were validated, counted, and recorded by the Elections Committee on Saturday, September 12, 2015 are as follows:

President		Sergeant-at-Arms	
Mike West	393 Votes	Paul McGee	587 Votes
Leo Naranjo	320 Votes	Leslie Roberts	51 Votes

results



The following candidates are hereto elected to their respective offices serving a two consecutive year term.

President	Mike West	Secretary	Tracey Walker
1st Vice President	Tom Shirley	2nd Vice President	Odessa LeFrancois
Treasurer	Tricell Dunn	Sergeant-at-Arms	Paul McGee