# News Update











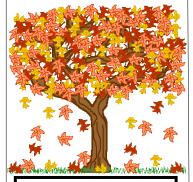
Representing Public Employees in City of Colusa, City of Williams, City of Yuba City, Sutter and Yuba Counties

Volume XXX Issue IX

September 2015

INSIDE THIS ISSUE:

SCEA/CCEA Board List	2
Reasons to Thank Union	2
Health Insurance—Yuba Co	3
YCEA/Yuba City Board List	3
Contact Info / Calendar	4
Notary Services Benefit	4
Local #1 Election Results	4
CWEA Board List	4



## 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

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 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 The City bargaining. proposed a one-year agreement with no salary increase and no one-time money. Additionally, they proposed two-vear a 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 not allow does 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 badactions faith 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.



Page 2 News Update

#### **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

Volume XXX Issue IX Page 3

## YUBA COUNTY – HEALTH INSURANCE

By Gary Stucky, Executive Director

the **CalPERS** Annually 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 Once the CalPERS June. 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 ontions. The with Committee met 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 CalPERS. from 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-overyear 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. 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**

718 Bridge Street 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

As needed due to labor dispute —Yuba City Board members attend/Union Office

YCEA Board of Directors' Meeting—Wednesday at noon

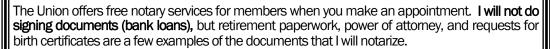
October 28

October 21

Held at the Yuba City Union Office—YCEA Board members attend

## Free Notary Services for Members

Business Agent Marie Clark 530 674-0185



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:

Sergeant-at-Arms

results

#### President

Mike West 393 Votes Paul McGee 587 Votes Leo Naranjo 320 Votes Leslie Roberts 51 Votes

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

President	Mike West
1st Vice President	Tom Shirley
Treasurer	Tricell Dunn

Secretary	Tracey Walker
2nd Vice President	Odessa LeFrancois
Sergeant-at-Arms	Paul McGee