



Inside this issue:

SCEA/CCEA Boards	2
Social Security Reentry	2
YCEA Court Negotiations	3
Candidate Endorsements	3
YCEA/Yuba City Boards	3
Sutter Co Employee Clinic	4
Contact Information	4

News Update

SENIOR BUSINESS AGENT RON SLAVEN

By Local #1 Staff

We would like to introduce you to Ron Slaven, Senior Business Agent, who has been with Local #1 since 2011. Ron has been assigned to our Yuba City Office to assist with member representation. Ron has served most of his career with Local #1 in the Sacramento Office.

Ron was raised in a union household. To this day, his friends and family all belong to unions and believe in the success of the labor movement. Ron works to preserve and advance the values and benefits of union membership for his children and future generations. As Ron says it, "Together we can all succeed."



MEETING SCHEDULE

Thursday, November 3
SCEA Site Rep Meeting
12:00 p.m.
Union Office Yuba City

Tuesday, November 8
YCEA Site Rep Meeting
12:00 p.m.
Union Office Yuba City

Monday, November 14
SCEA Board Meeting
12:00 p.m.—Union Office

Tuesday, November 15
Local #1 Board Meeting
7:30 p.m.—Union Office
Walnut Creek

Wednesday, November 16
Yuba City Board Meeting
2:00 p.m.—Union Office

Wednesday, November 23
YCEA Board Meeting
12:00 p.m.—Union Office

SCEA NEGOTIATIONS

By Gary Stucky, Executive Director

Over the last several months the focus of your union has been on negotiating a successor agreement, ensuring succession of elected officials who understand the value of employee assets and strengthening our union, providing leadership and staff development, while improving the value-added benefits available to members through our

affiliation with the American Federation of State County Municipal Employees (AFSCME).

Your negotiating committee has met with the County and exchanged the initial proposals and requested information to analyze proposals on the bargaining table. The County has indicated that they are willing to discuss a multiyear

agreement not to exceed three years. Their proposals certification and appointment, leave of absence with pay (related to investigations), how bilingual pay is determined, the floating holiday related to the day after Christmas/New Year's Eve, disability accommodation leave, jury duty and other miscellaneous matters.

(Continued on page 2)

SCEA Board

President

Robert Ahu

Vice President

Pete Jensen

Secretary/Treasurer

Lorie Thomas

Past President

Verena Garvin

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

Ray Hogan

Health Department

Joyce Pope

Mental Health

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

Brent Townsend

Director

Phil Calkins

SOCIAL SECURITY REENTRY

By Gary Stucky, Executive Director

Members in Yuba County and Yuba City expressed interest in reentering the Social Security system. With assistance from the research department of our new partner, AFSCME, we learned that voluntary participation agreements that allow public employees to participate in Social Security are administered by the State's Section 218 administrator, which is CalPERS. A meeting was held with CalPERS representatives on Friday, September 23, 2016 to gather information and background history.

We were informed that Yuba County entered Social Security on January 1, 1957 and

withdrew on September 30, 1977 and Yuba City entered Social Security January 1, 1951 and withdrew December 31, 1981. Because both agencies withdrew prior to 1983, both agencies are eligible to reenter the Social Security system through a voluntary Section 218 agreement. There is one State master Section 218 agreement that is maintained by CalPERS. Subsequent modifications are made based upon a public agency's decision to provide coverage for their public employees.

The local governing board (Board of Supervisors or City Council) control decisions to

request a modification to the Section 218 agreement i.e. reentry. An agency can reenter Social Security based upon two methods; either by referendum, which requires a vote of all affected individuals in the agency and is determined by a simple majority vote. Or by division, which means individual employees can select to participate or not participate. If the employee elects to participate both the employee and the employer would contribute to Social Security (6.2% each). Whether by referendum or by division, all future employees would be required to participate in

(Continued on page 4)

SCEA NEGOTIATIONS

(Continued from page 1)

Our last several meetings have focused on alternative health insurance providers, in light of SJVIA's premium rate increase and decisions with respect to the administration of this joint powers agreement. The County is actively pursuing bids from other providers and is considering a self-insured model. Realizing this development could extend negotiations on a

successor agreement, the parties have agreed to a letter of understanding to extend the County's current level of contributions until the end of March 2017 or when an agreement is reached between the parties.

Your SCEA Negotiations Committee has finalized proposals submitted on behalf of represented employees. A list of our proposals was emailed to our membership. It is critical that our membership become

engaged in this process and begin to show support for their Negotiations Committee. Membership meetings are being scheduled; please watch for separate bulletins that will provide details. I encourage you to make every effort to attend these meetings and to show your support. Your Committee is working hard to secure a fair contract that provides the improvements you have suggested. Your support and involvement is critical to our success.

YCEA COURT NEGOTIATIONS

By Gary Stucky, Executive Director

The Yuba Superior Courts have decided to involve the Judicial Council of California (JCC) in negotiations for a new contract. The Courts have recently gone through a transition and reorganization of their management level positions, which has necessitated this assistance. The JCC is the old Administrative Office of the Courts, which has been rebranded and downsized.

Our first several meetings with the Courts involved a presentation from the JCC on the new funding formula for Courts, based upon workload rather than previous baseline budgets. A second meeting focused on the Yuba Superior

Court's budget and proposed changes to the organizational structure. The Court's presentation included this quote "the best way to predict the future is created" - Peter Drucker. The Union reminded the Court that based upon the JCC still controlling purse-strings that the court should take affirmative steps to ensure their employees are fairly and properly compensated.

At this time the parties have exchanged initial proposals. A list of our proposals was emailed to our members. The Court's initial proposals include the elimination of the wellness incentive program, modifications to the worker compensation

leave, elimination of the provision to remove reprimands after two years, modification to the longevity merit index, elimination of automatic career advancement and other housekeeping proposals. The Union will be holding a membership meeting with our members in the Courts to more fully brief the membership and receive further direction. It is critical that our members become engaged in this process and show support for their Committee. We will be sending out communication with details regarding the membership meeting. Please plan to attend.

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**
Tonya English-DA's Office
- Technical Unit**
Julie Hartman - Social Services (Alternate)
- 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

CANDIDATE ENDORSEMENTS

We respect your right to choose. These are recommendations only:

Barbara LeVake for Sutter County Board of Supervisors—District 5

Manny Cardoza for Yuba City Council

Shon L. Harris for Yuba City Council

Ed Ritchie for California State Assembly—District 3



**ELECTION
TUESDAY,
NOVEMBER**



SOCIAL SECURITY REENTRY

(Continued from page 2)

Social Security and would not be permitted to withdraw. Under the “by division” method, employees who elected not to participate, may have a second chance to enter the system within a limited period as follows:

- The “NO” group has a second chance to transfer to the “YES” group, but members who voted “YES” for coverage do not have a second chance and cannot transfer to the “NO” group.
- The second chance modification must be mailed or delivered within 2 years after the execution of the agreement.
- After this 2-year period, a majority vote referendum must be conducted among all the “NO” vote members. If the referendum is favorable, all members who originally voted “NO” are covered.



Stronger Together

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The process to reenter would likely take between one to two years. In addition to local resolutions and voting, the federal government would review and approve the Section 218 agreement before reentry is authorized. The agency may also opt for up to five years of retroactive coverage.

New employees hired under the Public Employment Pension Reform Act (PEPRA) after January 1, 2013 would not be affected by the CalPERS pension offset, if the agency reentered Social Security.

Medicare – We were advised that employees hired on or after April 1, 1986 are mandated to participate in Medicare. Employees hired prior to that date were not required to participate in Medicare. It is possible to secure a separate Section 218 Medicare Only Agreement on a division or referendum (Employer decides either by division or referendum).

Employees would be required to have a minimum of 40 quarters, to receive Medicare benefits. We obtained a fact sheet which provides updated information for calendar year 2016, if you currently believe you are not covered by Medicare or wish to obtain a copy of this fact sheet, contact the Union office.

Windfall Elimination Provision (WEP) - The base reduction in Social Security benefit is 90%, based upon the employee having at least 30 years of substantial earnings. If the employee has less than 30 years, the reduction in Social Security benefits would range from 85% down to 40%. The substantial earnings are based upon a table that lists the substantial earnings for each year.

WEP is a reduction of the benefit of workers who have pensions from work that was not covered by Social Security. If you wish to obtain a copy of this fact sheet, contact the Union office.

Government Pension Offset (GPO) - There are exceptions and actual facts would need to be used to determine application. GPO reduces spousal and survivor benefits that would be payable to spouses who also receive a public pension as a result of his or her own work in a government job (whether federal, state, or local) that was **not** covered by Social Security. Your Social Security benefits will be reduced by two-thirds of your non-covered government pension. If you wish to obtain a copy of this fact sheet, contact the Union office.

CalPERS is conducting a workshop in Sacramento on February 3 & 4, 2017, which is for members to learn more about their retirement benefits and Section 218 agreements (watch for details). We plan to hold membership meetings in December to discuss this subject matter and answer questions. After these meetings, we will conduct surveys in both agencies to determine membership interest in pursuing this matter in negotiations next year.

SUTTER COUNTY EMPLOYEE CLINIC

By Gary Stucky, Executive Director

Both SCEA and the County have conducted surveys. The County is still in the process of evaluating the responses to their survey, but wants to meet to discuss the results of the surveys and concerns that the parties have in regard to the management of the clinic and services being provided. The County has received over 300 responses to their

survey; in combination with ours feedback should provide a good foundation for moving forward with the improvements being sought.

SCEA President Robert Ahu has appointed Bob Buckner, Joyce Pope and himself, to serve as an Ad Hoc Committee to address the subject matter. Our primary

emphasis is on the basic health insurance sponsored by the County. The meetings will be scheduled in the near future on this matter. The County may wish to address the health clinic for a broader group meeting, involving other recognized labor/management groups.