

Quick Notes: SCEA, LOCAL #1 SITE REPRESENTATIVE MEETING Thursday, July 7, 2016

Employee Wellness Clinic Survey: SCEA has conducted an online survey through Survey Monkey, if you wish to give feedback logon to <https://www.surveymonkey.com/r/8VN9VRJ> before Friday, July 8, 2016. To date we received 81 responses. In general, the majority of the respondents appear to be satisfied or somewhat satisfied with the Clinic and they found the Clinic staff to be helpful and competent in their duties (we have noted staff turnover since the Clinic opened). We have received some good recommendations, including expanded hours or weekend hours. It appears that the vast majority are also not concerned that there medical privacy is a risk. SCEA will be meeting with the County on the subject matter before engaging in negotiations. Once the survey is complete and we have met with the County to discuss areas of concern, we will release the actual survey results and a report on our meeting with the County.

Contract Negotiations: A membership meeting has been scheduled for Wednesday, July 27, 2016 in the conference room at the Agricultural Department. The purpose of the meeting will be primarily to begin the negotiations process by collecting suggestions and ideas from our members. We will also officially open nominations for representatives to serve on the Negotiations Committee. The Negotiations Committee is composed of two primary representatives from each bargaining unit, plus the President and your Chief Negotiator. Based upon the nominations we received for each bargaining unit, elections will be conducted accordingly. In addition to the two primary representatives, we generally have two alternates for each bargaining unit. After the Committee has been elected or appointed, the Committee will meet to review suggestions received from the membership and staff. The Committee will then recommend a package of proposals, which the membership will vote on at a future meeting. Any suggestions received but not included in the package will be discussed and voted on by the membership, as to whether the suggestion(s) will be included in the package.

Local #1 Board Action and Communication: A letter was sent to all our members regarding the directions given by the Local #1 Executive Board. At its April meeting, the Board directed staff *to explore all reasonable affiliation options, and begin negotiations for a favorable affiliation with an appropriate AFL-CIO international union.* The communication to members was dated June 30, 2016. If you have not received this communication and would like a copy, contact our local office. There will be additional communications regarding the subject matter. Ultimately the membership will decide whether to move in this direction if the Local #1 Board determines that any negotiated terms of affiliation are in the best interest of our members and the future of our Union.

Protected Leaves – State/Federal: Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) are protection leaves, which can be taken for the employee's own serious illness or that of a family member. Pregnancy Disability Leave (PDL) is also a protection leave. How these leaves work in conjunction with one another or can run concurrent with each other, can be very case specific and complicated, especially, if baby bonding is involved. If you have questions, it is advisable that you consult with the Union. In all cases, the employee and their medical provider determine whether to apply for these leaves and whether there is medical justification to take these leaves. The employer does not have the right to insist that the employee apply for these leaves, you decide.