



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



Volume XXVI Issue II
February 2011

News Update

SUTTER COUNTY CONTRACT DISCUSSIONS

By Gary Stucky, Executive

Over the past several months, the SCEA Negotiations Committee has been working to restructure the terms of the current contract and explore options for extending the contract. The SCEA Committee and County representatives reached an understanding on various issues being discussed at the bargaining table. The tentative understandings developed over the past several

months were reviewed with the SCEA Board of Directors on Monday, February 7. After being briefed on understandings reached at the bargaining table and discussion of the alternatives; the SCEA Board of Directors voted to grant full tentative agreement status to the new proposed three-year Memorandum of Understanding (MOU). The tentative agreement will now be presented to

the membership for a decision.

The new agreement eliminates the County's obligation to provide a 3% salary increase negotiated as part of the previous contract. In exchange for eliminating the previously negotiated 3% the County will pay 100% of any health insurance premium increase (applied to the TCSIG standard plan)

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EMPLOYEE ASSISTANCE PROGRAMS

By Business Agent, Marie Clark

Stress can be very high for our members during these difficult economic times and sometimes we need assistance to deal with our dilemmas. Sutter and Yuba Counties, and the City of Colusa all offer Employee Assistance Programs. These Employee Assistance Programs (EAP) have

licensed psychologists, clinical social workers, marriage and family therapists, certified substance abuse counselors, legal and financial professionals, etc. They offer financial and legal advice, relationship and personal conflicts, stress and emotional management, substance

abuse (alcohol and drugs), health concerns, loss and grief, family and parenting issues, etc.

Day, evening, and Saturday appointments are usually available, but some EAP staff is available 24 hours a day, 365 days a year. All contact between employees

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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.



SUTTER COUNTY CONTRACT DISCUSSIONS

By Gary Stucky, Executive Director

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during the term of the three-year contract. After the contract expires in January 2014, the employee's share of the premium will be adjusted to reflect 20% of any increase occurring in July of 2013. In exchange for giving up the 3% COLA, the County has also agreed to provide two paid personal leave days per year in addition to other paid leaves. These leave days will not accrue year-to-year nor will they be compensable if the employee terminates employment.

The tentative agreement transfers responsibility for the Employee CalPERS contribution to the employee, but offsets the impact of the transfer of this responsibility by increasing the employee's base salary. It also provides for the elimination of the Pay for Service with Distinction provision that requires an employee to have above standard evaluations for three years prior to becoming eligible and eliminates this additional compensation if the employee's performance falls below the above

standard rating.

Under the terms of the new agreement new employees will receive a retirement benefit based upon the 2@60 formula and highest 36 months compensation. To offset this reduction the county will contribute \$25 per pay period to the new employees deferred compensation plan. New employees will also pay their portion of the CalPERS monthly contribution.

Daylight Savings Time (DST) begins at 2:00 a.m. local time on the second Sunday in March and reverts to Standard Time at 2:00 a.m. local time on the first Sunday in November. **In 2011, DST starts on March 13 and ends on November 6.**

While it's true that most of the United States does participate in fall daylight savings, a few states do not. Arizona and Hawaii don't observe DST, and neither do the U.S. territories of American Samoa, Guam, Puerto Rico, and the U.S. Virgin Islands. Indiana adopted DST in 2006.

SCEA BOARD OF DIRECTORS - ELECTION RESULTS

By Gary Stucky, Executive Director

Under the new SCEA Board structure we received nominations for positions representing those departments with elected department heads and for the positions representing the Health Division of Human Services. With regard to the positions representing the departments with elected department heads, Ginny Tolliver has decided to step down since there were other members interested in becoming involved. Ginny Tolliver will remain on the Board as an alternate for the departments with elected officials. Ginny thought it was good to have

new perspectives and ideas on the Board of Directors. So with her decision no election was held and Monica Tejada, Auditor's Office and Clinton Curry, District Attorney's Office were appointed to fill the two available positions. Monica will be representing the Auditor's Office, Treasurer-Tax Collector/Revenue Collections and the Clerk Recorders/Election Office. Clinton will be representing the District Attorney's Office and food service employees assigned to the Sheriff's Department.

In the Health Department an election was conducted and long-term activist Alice Williams-Root, Public Health Nurse III was narrowly defeated by several votes. Joyce Pope, Public Health Nurse III and Shelli Petty, Public Health Laboratory Technician were elected to fill the two positions allocated to that department.

Thank you to both Ginny and Alice for their many years of dedicated service to SCEA on behalf of the members they have represented.

YCEA BYLAWS : YCEA HEALTH AND BUDGET COMMITTEES

By Gary Stucky, Executive Director

By Gary Stucky, Executive Director

In accordance with the YCEA Bylaws, recommended amendments approved by the YCEA Board of Directors were submitted to the membership for consideration and final approval. The proposed amendments were intended to make minor corrections and eliminate provisions that were no longer operative. Additionally, it was an opportunity to include various Board policies and past practices of the Association so that one document contains these procedural provisions that provide direction in conducting the affairs of the Association. The membership approved the proposed Bylaws amendments by an 11 to 1 margin.

YCEA President Robin Timoszyk has appointed Alexandra Hadley, Public Health Nurse III; Alicia Phillips, Office Assistant II; Sandra Williams, Administrative and Accounting Supervisor; John Coyle, Road Maintenance Worker II and Ramona Mallonee, Case Manager II to serve on YCEA's Health Insurance Committee. This Committee will be meeting with the County along with representatives from other labor groups to explore health insurance options. This Committee is just beginning their work and no immediate changes are anticipated. It is in our members' best interest and the County's to ensure that the millions of dollars spent on health

insurance premiums are being spent wisely and securing the best possible benefits.

Robin has appointed Ryan McNally, Parks and Landscape Coordinator; Denise Hamon, Senior Eligibility Technician and herself to serve on the YCEA Budget Committee. This Committee will be meeting with County Administration over the next several months to monitor budget developments and to make suggestions on how the County should manage dealing with the anticipated \$4 million deficit currently projected for fiscal year 2011-2012.

EMPLOYEE ASSISTANCE PROGRAMS

By Business Agent, Marie Clark

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and the EAP are strictly confidential. No one is advised regarding who uses the program and your personal matters will not be disclosed to anyone, except with your



written permission. Most all services are free of charge. The following phone numbers are for each EAP that applies to the place where you work:

City of Colusa (800) 932-0034; Sutter County (800) 937-7770; Yuba County (800) 342-8111. Brochures can be picked up at your Human Resources department or contact the benefits manager in your area. We also keep some EAP brochures at the Union office.

D Street Salon
 Kathy Fetty—Owner
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Calendar of Events — February 2011

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

718 Bridge Street
Suite A
Yuba City, CA 95991

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



KLOTZ Mobile Detail

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Est. 1966

SCEA Membership Meeting — Tuesday 5:00 p.m.– 7:30 p.m. February 15
Held at the Agriculture Dept Conference Room - Members to vote

Local #1 Board Meeting — Tuesday at 7:30 pm. February 15
Held at Local #1 Sacramento Union Hall - Local #1 Board members attend

SCEA Membership Meeting — Wednesday 11:30 a.m.– 1:30 p.m. February 16
Held at the Facility Management Conference Room - Members to vote

SCEA Membership Meeting — Wednesday 2:30 a.m.– 5:00 p.m. February 16
Held at the Mental Health Valley Oak Room - Members to vote

SCEA Membership Meeting — Thursday 11:30 a.m.– 1:30 p.m. February 17
Held at the Health Department Auditorium - Members to vote

Presidents' Day **Holiday** *Monday* February 21

YCEA Board of Directors' Meeting — Wednesday at noon February 23
Held at the SYCEA Association Office — Board members attend

SCEA Board of Directors' Meeting — Monday at noon February 28
Held at the SYCEA Association Office — Board members attend

Shadd Janitorial Supply

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Yuba City
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Richard's Tree Service

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Yuba City
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Offers 10% discount



SCEA MEMBERSHIP APPRECIATION

By Anna Anderson, Office Manager

Join us during your lunch break at the Sheriff's Training Center/Whiteaker Hall on **Tuesday, March 8**. Begins 11:00 a.m. (*food served from 11:30 a.m. until 1:30 p.m.*). We will have chicken, jambalaya, salad, bread and refreshments. **Masks and beads encouraged!!!**

What do the colors of Mardi Gras (purple, green and gold) symbolize?

Purple represents Justice; Green represents Faith; Gold represents Power.

