

# News Update



January 2011

Volume XXVI Issue I

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

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### Martin Luther King Jr. Day on January 17

#### Some of his quotes...

Every man must decide whether he will walk in the light of creative altruism or in the darkness of destructive selfishness.

All labor that uplifts humanity has dignity and importance and should be undertaken with painstaking excellence.

Have we not come to such an impasse in the modern world that we must love our enemies - or else? The chain reaction of evil - hate begetting hate, wars producing more wars - must be broken, or else we shall be plunged into the dark abyss of annihilation.

Change does not roll in on the wheels of inevitability, but comes through continuous struggle. And so we must straighten our backs and work for our freedom. A man can't ride you unless your back is bent.

## SCEA CONTRACT NEGOTIATIONS

BY EXECUTIVE DIRECTOR GARY STUCKY

The County is being forced to spend reserves at a greater rate than anticipated due to an error discovered in the Auditor's Office. That unfortunate necessity in conjunction with stagnant revenues and concerns over how the State's budget deficit may affect the County, the County is seeking further concession bargaining. Under the terms of an agreement that protects the original terms of the contract and ensures that the County will not unilaterally impose changes during these negotiations, the SCEA Board of Directors agreed to temporarily suspend implementation of the 3%

salary increase scheduled for December 18, 2010, in order to explore options.

As reported last month, the Deputy Sheriff's Association (DSA) has forfeited their scheduled salary increase and has entered into a new three contract, which includes a new salary schedule that has 11 steps rather than the current 8 steps. The new salary schedule is intended to mitigate the impact to DSA members resulting from them beginning to pay the 9% PERS Employee Contribution required for Safety employees. A summary of that new contract can be found on SCEA's website. The

County and SCEA have been analyzing the impact to employees and the County if the same 11 step salary schedule (DSA Model) was applied to employees represented by SCEA. The parties are also considering other options that would reduce the financial impact of labor costs to the County and mitigate the impact of the employee paying the Employee PERS contribution, which the County is proposing. For Miscellaneous employees that amount is 8% of regular salary.

These alternatives were

*(Continued on page 2)*

## DALE NOKES RETIRES AFTER 35 YEARS!

BY BUSINESS AGENT MARIE CLARK

After 35 years of employment with the City of Colusa Dale Nokes has retired. Dale started working for the City in December 1975 and has since seen many changes in the City. When Dale first commenced work for the City he ran a primary sewer plant for years until the City built wastewater

ponds. In 2008 the City built the current wastewater plant. Occasionally Dale worked with water treatment also. Dale has always been an Operator for the City of Colusa and his knowledge was invaluable. On December 21, 2010, Dale was presented a 35 year service award by



City Mayor Tom Reiche, (pictured above on right). Congratulations to Dale in his retirement!

## SCEA Board

### President

Ray Hogan-Fleet Operations & Maint.

### Vice President

Ben Harper-Building Maintenance

### Secretary/Treasurer

Lorie Thomas-Child Support Services

### Past President

*Vacant*

### Directors

#### Agriculture Department

Michael Berry

#### Animal Control

*Vacant*

#### Assessor's Office

Pete Jensen

#### Superior Court

Audrey Goodnight

#### Child Support Services

Terry Barber

#### Health Department

Alice Williams-Root

#### Housing Authority

John Guanzon

#### Library

*Vacant*

#### Mental Health Department

Robert Ahu

#### Community Development

Kevin Yount

#### Public Works

*Vacant*

#### Facility Management

Tod Littlefield-Building Maint.

#### Treasurer-Tax Collector/ Office Revenue Collections

Ginny Tolliver

Ginny Tolliver

#### Social Services Department

Verena Garvin



## Shadd Janitorial Supply

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## YCEA Board Recommends Bylaws Changes

The YCEA Board of Directors at their December meeting, decided to recommend various amendments to the YCEA Bylaws. According to the Bylaws these recommendations must be submitted to the membership for final approval. A summary of the proposed amendments will be submitted to the membership in advance of a meeting, which will be held to answer any questions and to vote on the matters. Members will also be able to vote on the matter for a few days after the meeting.

The proposed amendments do not present any significant changes, but

clarify the intent of various provisions of the Bylaws, formally establish past practices of the Association and incorporate several policies adopted by the Board since the last Bylaws revision in the early 90's. These include the established agency shop, selection of a Negotiations Committee for full contract negotiations and subject matter negotiations, the appointment and selection of Site Representatives, voting on contract matters and Association business and the right of employees to appeal staff decisions to the Board of Directors.

## SCEA Contract Negotiations

*(Continued from page 1)*

discussed with the SCEA Site Representatives and the Board of Directors at their meetings on January 6. In a special meeting of the Board of Directors, the Board decided to actively pursue an alternative other than the DSA Model that would increase the base salary of all classifications represented by SCEA, rather than continuing to pursue the DSA Model of adding additional salary steps. The decision was made primarily because the DSA Model favors certain employees at the short-term disadvantage of others. It is also a very difficult model to explain and understand.

Additionally, SCEA has submitted a list of proposals related to the use of sick leave, definition of immediate family as it relates to using sick leave, Pay for Service with Distinction, employee choice of cash or comp time for overtime worked and several other issues. The full list of proposals will be listed on our website.

We should know within the next several weeks if these discussions will produce a tentative agreement that the leadership can recommend to the membership. The membership will then decide whether to modify the current agreement. If a recommendation is made and the membership rejects the tentative agreement, the SCEA Board will then make the decision to either continue the discussions with the County if it appears that with some changes the membership would approve or discontinue these negotiations and direct the County to implement the 3% salary increase. If these current discussions fail to produce a new agreement, we will return to the bargaining table later this year.

If a tentative agreement is reached it will be submitted to the membership at several different meetings at different times over several days to ensure that members have an opportunity to ask questions, understand the terms of the tentative agreement and have a chance to vote.

# Knowing Your Rights, First Step to Protecting Them

By Executive Director Gary Stucky

SYCEA and CCEA strive to inform our members of their rights under statutory law, case law and the terms of our contracts. While we can provide the information, it is your initiative to read and understand this information that best prepares you for the future. These are challenging times financially for employers looking for ways to trim their costs; reduced staffing has resulted in greater expectations, declining tolerance of marginal performance and an intolerance toward persistent behavioral issues.

This condition will continue for the foreseeable future, meaning employees cannot take their employment for granted or assume that the employer will be forgiving of conduct that affects their business operation simply because the employee has problems of a personal nature. Conversely, the employer should not be allowed to use this current environment to take advantage of employees or abuse their managerial rights. Knowing your rights and insisting that they be respected, strikes the important balance between the employers right to manage and your right to a fair and equitable workplace.

We have posted on our website at [www.sycea.org](http://www.sycea.org) various know your rights articles. We work toward ensuring these articles provide the latest information. We are currently revising some of these articles, including the one pertaining to your Weingarten Rights, which outlines your rights under a 1975 US Supreme Court decision that gives you the right to have representation present during meeting of a disciplinary nature and specifically during an investigative hearing. Remarkably too many employees do not exercise their

rights based upon this Court decision and subject themselves to questioning by the employer without representation present. Frequently the employer has already gone on a “fishing expedition” or the employee has attempted to explain in elaborate detail and justify the circumstances leading to the investigation before they decide to ask for representation.

In the months ahead we hope to have additional articles posted to explain employee rights and to help employees better understand how leave such as Family Medical Leave, California Family Rights Act, Pregnancy Disability Leave Act and unpaid leave secured by your union contract inter-relate to one another. As always, if you have questions about your rights do not hesitate to call us, we are here for you and to ensure your rights are respected.

**THEY ARE YOUR RIGHTS,  
BE SURE YOU KNOW  
WHAT THEY ARE AND  
THAT THEY ARE  
RESPECTED. DO NOT  
TAKE THESE RIGHTS FOR  
GRANTED.**

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## YCEA Board

**President**

Robin Timoszyk-Employ Srvs/1 STOP

**Vice President**

Ramona Mallonee-Child Support Services

**Secretary**

Melinda Mangum-Treasurer’s Office

**Treasurer**

Bunny Elkins-Employment Services

**Past President**

Ryan McNally-Public Works

### Directors

**Professional Unit**

Tracy Hutchinson-Probation Department

Alex Hadley (A)-Health Department

**Supervisory Unit**

Linda White-Employment Services

**Technical Unit**

Denise Hamon-Social Services

Norma Stone (A)-Social Services

**Court Unit**

*Vacant*

**Clerical/Office Unit**

Alicia Phillips-Social Services

Stephanie Smith (A)-Social Services

**Maintenance/Service Unit**

George Boyd -Admin/Building-Grounds

John Houston (A)-Admin/Building-Grounds

## CCEA Board

**President**

Glen Sturdevant

**Vice President**

Walt Sweeney

**Secretary**

Christa Drawver

**Treasurer**

Jesse Cain

**Director**

Dale Nokes

**Director**

Alan Campbell



**Participate in National Wear Red Day on Friday, February 4, 2011:**

*Wear Red to Support Women and Heart Disease Awareness*

When you hear the term ‘heart disease,’ what is your first reaction? Like many women, you may think, ‘That’s a man’s disease’ or ‘Not my problem.’ But here is The Heart Truth: Heart disease is the #1 killer of women in the United States.

**Some surprising facts:**

- One in 4 women in the United States dies of heart disease, while 1 in 30 dies of breast cancer.
- Twenty-three percent of women will die within 1 year after having a heart attack.
- Within 6 years of having a heart attack, about 46 percent of women become disabled with heart failure. Two-thirds of women who have a heart attack fail to make a full recovery.

The fact is, if you’ve got a heart, heart disease could be your problem. Fortunately, it’s a problem you can do something about. This handbook will help you find out your own risk of heart disease and take steps to prevent and control it.—

**Go to the link below for a handbook, recipes and other resources:**

<http://www.nhlbi.nih.gov/educational/hearttruth/materials/index.htm#factsheets>

©, TM *The Heart Truth*, its logo, The Red Dress, and Heart Disease Doesn't Care What You Wear—It's the #1 Killer of Women are trademarks of HHS.  
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# JANUARY 2011 — CALENDAR OF EVENTS

<b>SCEA Site Representative Meeting</b> — <i>Thursday at noon</i>	January 6
<i>Was held at the S/YCEA Association Office</i>	
<b>YCEA Site Representative Meeting</b> — <i>Tuesday at noon</i>	January 11
<i>Held at the S/YCEA Association Office</i>	
<b>Martin Luther King, Jr. Day</b> – <i>Monday</i>	<b>Association Office CLOSED</b>
<b>Local #1 Board Meeting</b> – <i>Tuesday at 7:30 pm.</i>	January 18
<i>Held at Local #1 Union Hall in Martinez</i>	
<b>SCEA Board of Directors’ Meeting</b> – <i>Wednesday at noon</i>	January 24
<i>Held at the S/YCEA Association Office</i>	
<b>YCEA Board of Directors’ Meeting</b> – <i>Monday at noon</i>	January 26
<i>Held at the S/YCEA Association Office</i>	



**SCEA Membership Appreciation - Tuesday, March 8 at Whiteaker Hall!**  
*Save the date. More details to follow.*

## S/YCEA

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

718 Bridge Street,  
Suite A  
Yuba City, CA 95991  
Phone: 674-0185  
Fax: 674-0477  
Email:  
Local1@sycea.org

[sycea.org](http://sycea.org)

PUBLIC EMPLOYEES UNION, LOCAL #1

9TH ANNUAL



# Crab Feed

2011

Dinners include Hors D'oeuvres, Shrimp Salad, Pasta, Garlic Bread, Chilled Marinated Crab plus Dessert & Coffee!

**Saturday, February 5, 2011**

**\$45 per person**

**Local #1 - Aiello Hall**

**5034 Blum Road, Martinez**

No-Host Happy Hour begins at 4:30pm ❖ Dinner Promptly Served at 6pm

**Call Local #1 at (925) 228-1600 for tickets today!**

Seating is limited to 165 so get your tickets early!  
\*Group Seating Available By Request Only\* No Outside Food, Beverages, Coolers or Containers\*

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