



News Update

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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 Budget

BY GARY STUCKY, EXECUTIVE DIRECTOR

Since March rumors and speculation of possible layoffs have been circulating based on budget instructions to departments to prepare for a possible 20% cut to their budgets, SCEA has been requesting more specific information to better understand the impact to our members. Since the County had not provided the requested information and this year's budget hearings are scheduled to occur during the month of June, the SCEA Board of Directors (at their meeting on May 16) directed staff to communicate with the County to request specific information regarding proposed layoffs and to

discuss possible alternatives.

President Ray Hogan appointed a committee composed of SCEA Board members Ben Harper, Verena Garvin, Robert Ahu, and Pete Jensen. The Committee met with Administration twice and was advised that based upon the 20% reduction some departments were able to absorb this General Fund reduction without reducing staff; however, other departments could not make this reduction without affecting personnel. The Administration and the affected departments will be proposing a total of 16

layoffs, with 12 of those cuts being in units represented by SCEA.

Now that these positions have been identified, staff will be analyzing the operational basis for the proposed cut and whether there are other alternatives within the affected department. The Early Retirement Incentive Program has also not been factored into these proposed layoffs because the deadline for submitting an application was May 31, and the decisions for proposed layoffs had to be made prior to May 27. Once the final list

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Sutter Courts 2011 Negotiations

BY BUSINESS AGENT MARIE CLARK

On May 12, 2011, the Court negotiations team of Laura Davis and Karen Smith met with the Union's negotiations team of Business Agent Marie Clark, Danette Able, and Audrey Goodnight. The Court offered a one-year term of agreement, the Court to pick up 80% of the

increases to the health and dental insurance, and to have a one-time \$250.00 salary bonus. The Court did not want to make any commitments to our proposals as there is an interim Chief Executive Officer and currently interviews are being held for

a permanent CEO. They felt it would not be fair to make commitments that the new CEO may not agree to. Due to the fact that many employees were very concerned with the 14% increase in health benefits and the last day they could

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Sutter County Budget

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of positions affected by the Early Retirement Incentive Program is known, the County and SCEA will be analyzing whether the employees affected by the cuts could be reassigned, transferred or considered for the vacated positions.

The SCEA Committee also considered the pros and cons of a general mandated furlough to eliminate or mitigate the proposed layoffs. Currently the budgetary problem relates to the General Fund; therefore, an across-the-board furlough

does not make sense. The County is continuing to develop a Voluntary Furlough Program, which SCEA will evaluate once it is finalized. Unless there are components of the program SCEA deems to be adverse to its membership, staff anticipates the SCEA Board's endorsement. The Voluntary Furlough Program will allow employees within each specific department to determine whether they are willing to voluntarily reduce their work hours and pay in order to maintain the position proposed to be cut.

Until the Board of Supervisors conduct

their budget hearings starting on June 21 and make the final decisions regarding departments' proposed budgets (which may or may not include the currently proposed layoffs), no final decisions will have been made.

An SCEA Site Representative/ Membership Meeting is scheduled for Thursday, June 2 at the Agriculture Department Conference Room at 142 Garden Highway at 5:15 p.m., in case you have questions that you wish to ask staff.

Tickets for sale at the S/YCEA Association Office	Member Price at Union	Park General Admission Adult	Park General Admission Child
Beach Boardwalk	\$ 33.00	\$ 38.80	
Gilroy Gardens	\$ 20.00	\$ 44.99	\$ 34.99
Great America	\$ 32.00	\$ 54.99	\$ 34.99
Six Flags Discovery Kingdom	\$ 32.00	\$ 49.99	\$ 35.99
Universal Studios 3-Day-Pass	\$ 65.00	\$74 per Day	

CAHASC Negotiations Complete

BY BUSINESS AGENT MARIE CLARK

After fourteen long meetings between the Consolidated Area Housing Authority of Sutter County and SCEA, Local #1, we have completed negotiations. The SCEA, Local #1 negotiations team was made up of Tom Goodwin, Wayne Miers, Jeni Bobadilla, John Guanzon, and Business Agent Marie Clark. CAHASC was represented by Labor Relations Consultant Patrick Clark and Jennifer Ruiz. Both SCEA and CAHASC had twenty-five proposals, but several of the CAHASC proposals were counter proposals to the Union's. The membership ratified the agreement on May 17, 2011.

The term of the agreement is for two years with salary/merit/longevity increases frozen until March 30, 2013 and then all

employees will receive a 2% salary increase on that day. There is a "me-too" clause attached to this freeze agreement that if any CAHASC employee receives any sort of salary or compensation increase then so would all employees represented by SCEA. CAHASC will pick up 80% of the health insurance premium increases based on the standard plan and there will be no changes to this contribution for new employees. There were numerous language clean-ups within the MOU. Employees hired after April 1, 2011, will have a retirement formula of 2%@60 based on the highest 36 months and the employee will pay 100% of the employee contribution. The uniform, vehicle, and drug policies were also modified to benefit the employees. A new tool policy will be met and conferred on six weeks after the

ratification of this MOU. CAHASC will be responsible for any out of pocket cost for vaccinations and booster shots for employees due to their job duties. Directors/Shop Stewards/Site Reps will be granted paid release time for certain Union activities and/or to investigate grievances and appeals. Employees will be allowed an alternate work schedule such as 4/10s or 9/80s and standby and callback language was changed to benefit the employees.

Thank you to all of you who attended our meetings and took the time to vote on this contract. Please thank your negotiations team of John, Wayne, Jeni, and Tom.

Yuba County Request to Reopen Contract

BY GARY STUCKY, EXECUTIVE DIRECTOR

Pursuant to the YCEA Master Labor Agreement (MLA), the County requested YCEA to open our contract to negotiate on wages and benefits. This MLA provision provides that the County and YCEA can mutually agree to open the contract, but does not give either party unilateral authority. Based upon the County's request, the YCEA Board of Directors approved discussions with the County, but did not approve reopening the contract.

President Robin Timoszyk appointed YCEA Unit Directors Tracy Hutchinson, Linda White, Denise Hamon, Alicia Phillips, and George Boyd to meet with the County to discuss alternatives to additional layoffs being considered in order to resolve the remaining \$2 million budget deficit. The YCEA Board approved informal discussions on the possibility of across-the-board furloughs in order to

eliminate or mitigate the need for additional layoffs primarily on the basis that management over the course of this past year has taken a 5% salary reduction with the equivalent time off.

The County did not show strong interest in considering furloughs due to logistical problems with coverage and the fact that the budget deficit is currently in the General Fund; therefore, across-the-board furloughs do not make sense when they would affect Non-General Fund departments. The County sought to propose a shift of responsibility for health plan premiums reducing the County's contribution for "employee only" from 100% to 90% and for "dependent" coverage from 80% to 70%. The YCEA Board of Directors did not authorize nor were they willing to support a significant concession without the County providing an equivalent trade-off,

which was not offered or suggested by the County.

During our discussions it was learned that the County had rescinded the 5% salary reduction/equivalent time off arrangement previously implemented for management and in exchange, the County implemented a 10% reduction to the County paid health plan premiums for management. Based upon these developments, the YCEA Committee appointed by Robin has broken off discussions with the County and advised the County that if they want to submit a specific proposal regarding concessions to go ahead and do so, but if the YCEA Board decides to submit the County's proposal to the membership for consideration it will be without a recommendation for approval.

Sutter Courts 2011 Negotiations

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Audrey Goodnight, Salvador Rodriguez Jr., and Danette Able

make any changes on their health options was May 23, 2011, we chose to tentatively agree to these proposals.

The current contract ends on June 30, 2011 so your negotiations team sent out a ballot to vote on the tentative agreement from the Court. The ballots were counted on May 17, 2011, with a unanimous decision to ratify the contract between Sutter Courts and the Union. Forty-one out of fifty-two members voted to accept this agreement. Please take the time to thank your negotiators Danette Able, Audrey Goodnight, and alternate Sal Rodriguez Jr.

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SCEA Site Rep/Membership Meeting — *Thursday* June 2

Held at the Agriculture Conference Room (5:15 p.m.) - Members attend

YCEA Site Rep Meeting — *Tuesday at noon* June 14

Held at the SYCEA Association Office - Site Reps attend

SCEA Board of Directors' Meeting — *Monday at noon* June 20

Held at the SYCEA Association Office—Board members attend

Local #1 Board Meeting – *Tuesday at 7:30 pm.* June 21

Held at Local #1 Sacramento Union Hall - Local #1 Board members attend

YCEA Board of Directors' Meeting – *Wednesday at noon* June 22

Held at the SYCEA Association Office—Board members attend

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Paul & Deirdre Katz Scholarship

BY ANNA ANDERSON, S/YCEA OFFICE MANAGER

Paul and Deirdre Katz were two of the finest examples of Americans who lived lives of service to their communities and their country. At the same time they helped raise the American Labor Movement they raised a fine family and were still involved in community service as their grandchildren entered college. Public Employees Union Local One is proud to sponsor a limited number of scholarships each year in their name to distinguished applicants.

To be eligible for consideration you must be

a U.S. citizen or permanent resident and be the child or grandchild of an active member of Public Employees Union Local One or the Contra Costa County Retired Employees Association.

Please see the full details on our website at www.sycea.org (first page). Click the picture under the heading for the application. The scholarships are for \$500. It is up to the discretion of the committee to decide how many are awarded each year. The deadline is June 14, 2011.