



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



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News Update

Pension Benefits Under Attack

By Gary Stucky, Executive Director

Two initiatives sponsored by California Foundation for Fiscal Responsibility have been cleared for circulation. Whether this organization will secure the funding necessary to launch a signature gathering campaign to acquire the necessary signatures remains to be seen. However, these attacks on public employee pension funds cannot be ignored or taken lightly.

Both initiatives are exactly the same except for the provision which allows a public agency to increase pension benefits in the future based upon a two thirds vote rather than a simple majority vote of the electorate. These initiatives would amend the California Constitution to establish public employee pension benefits for new

employees. The initiatives address both safety and miscellaneous pension benefits, but only miscellaneous benefits will be addressed in this article. In summary, the benefits established by these initiatives would be as follows:

Retirement Age: No less than the full retirement age as defined in the United States Social Security old-age and survivors insurance program.

Service Requirement: Pension benefits would only be paid to public employees who work for one or more public agencies for at least five consecutive years.

Retro Benefits: Public agencies would be prohibited

from providing any retroactive increases in retirement pension benefits.

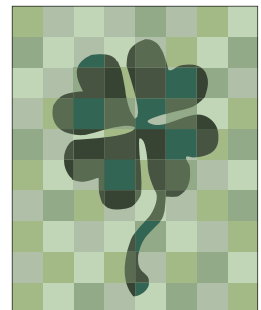
Pension Formula: The pension formula for agencies without Social Security would be 1.65%. For agencies with Social Security the pension benefit formula would be 1.25%. Plus pension benefits would be capped at 75% of the employee's final average base wage.

Final Comp: Pension benefits would be based upon averaging over a three consecutive year period of annual salary.

Employee Contribution: Employees working for agencies with Social Security
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Leadership Dynamics

Kate Doscher, Editor, Yuba-Sutter Business

*“Finally, you’re a leader in the company!
So how’s that working for you?”*

Becoming a manager sounds like the perfect job....except you have to work with people! We spend an enormous amount of time studying and working toward advancement in our careers and, when we

finally are rewarded with a promotion, we might be shocked to discover that being in charge isn’t as easy as we thought.

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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.

Rich Politicians Got It Wrong

By Gary Stucky, Executive Director

Proposals to cut funding for CalWORKS at a time when we are struggling to recover from a severe recession and unemployment statewide is still running at 12% is simply wrong and shortsighted. Claims asserted by some politicians and in particular Meg Whitman and Steve Poizner demonstrate how misinformed they are about the facts or that they choose to manipulate the facts for their own political purposes.

Claims by both candidates and others ignore findings that California's model is successful in reducing welfare dependency and toward putting the unemployed to work. Even the Governor has discounted the federal measurement system that many of these claims are based upon.

In California low income working families that are struggling to transition to self-sufficiency have their grants reduced as their income increases. In many cases, these are families whose wage earners are working for wages that are simply too low to provide basic necessities without public

support. A claim that grants are too high simply ignores the high cost of living in the state of California. Comparisons with other states are also not valid because some states use their federal welfare funds to provide housing subsidies or tax credits, so low income families are not counted in their welfare caseloads.

Low income families have the same challenges as the working middle-class with the reality that a dollar today can only buy about half of what it could 20 years ago. It's hard to believe that wealthy politicians can assert that grants are too high when the maximum monthly aid payment for a family of three only raises the family's income to about 45% of the federal poverty level.

The CalWORKS program in fact generates federal funds paid to the State of California, allowing limited tax resources to be spent on other state programs. Monies paid through public assistance support businesses and generate sales taxes. Low-

income families who are able to find employment also pay income taxes on the wages they earn.

Since CalWORKS was passed by the Legislature and signed by then Governor Pete Wilson in 1997, public assistance has declined by 41%. It seems clear that the recession and the political and financial quagmire that Californians have created requires honest soul-searching and debate over what services government should provide and at what cost. However, we must insist that any proposals for change be based upon the facts and an objective evaluation of the realities confronting the disadvantaged families who call California home.

We need to tell these wealthy politicians to walk a mile in the shoes of the disadvantaged before they claim CalWORKS grants are excessive and smugly propose unjustified cuts.

Colusa City Reorganization

By Business Agent Marie Clark

CCEA, Local 1 and the City of Colusa met again on February 22, 2010 to discuss the reorganization of the miscellaneous unit. CCEA, Local 1 was represented by Business Agent Marie Clark, Committee Members Glen Sturdevant, Toni Benson, and Walt Sweeney; Jan McClintock and Patrick Clark represented the City. At this time the City is proposing to start the reorganization with the Finance personnel and the Public Works secretary. They have given us copies of job descriptions of which we have had many questions on. There were some concessions as to changes within the job descriptions, but a title has not been formally agreed upon at this time.

At the December 1, 2009 City workshop, the City Manager handed out information on Pay for Performance, Salary Banding, and Recognition Awards proposals. We briefly discussed the Pay for Performance in our two meetings with the City. Our committee does not see the benefit of this. The City will most likely formally propose the Pay for Performance through negotiations.

The new City Negotiator is Patrick Clark; he took over for David Mackowiak. We are hopeful that we will be able to have an agreeable working relationship with Patrick.

REMINDER: The CCEA unit will have its annual membership meeting on March 2, 2010 at 2:45 p.m. at the City Hall. At this time will have an election of Officers and Directors. All members are encouraged to attend so that we may give a further update on the reorganization and so that members can give input on what we need to ask for in this year's negotiations.

Please plan on attending.

S/YCEA has the
Clipper Magazine and the
Family Values Coupon
Magazine both available
at the union hall.



Leadership Dynamics

(Continued from page 1)

During our quest for a leadership position, we might focus on our personal achievement or gain and not the responsibilities that come with the promotion. To make matters more alarming, sending new managers off for management training may no longer be something the company can afford. Effective leadership is not a talent one wants to learn from the school of hard knocks. While our new leader is busy creating his or her management style and finding a comfortable fit in the company, major mistakes could be in the making.

Mistake No. 1 – Maintaining a personal or social relationship with those who were once peers. Leaders must not show favoritism among their staff.

Why? Having a favorite is natural, but showing favoritism is damaging to the team. The rest of the team may become resentful and resort to sabotage in an effort to expose the favorite and the boss in a bad light. Favoritism creates dissention and polarizes the office staff, creating an unpleasant, competitive environment and an unproductive workforce.

How to prevent or correct the mistake: As soon as possible, meet privately with your former peer and explain that the relationship will change. Inform them that, by showing special attention and

friendship, you will put them at a disadvantage within the staff and prevent them from enjoying the respect they deserve by accomplishing goals on their own and not because they are friends with the boss. This is not as difficult as you might think. The bottom line is, you simply cannot foster special relationships with your friend and be an effective leader.

Mistake No. 2 – Reprimanding an employee in front of others.

Why? Psychologically, even if the rest of the staff thinks she had it coming, they will sympathize with her and lose respect for the supervisor. This does not make a manager look powerful and in charge. The staff wants their leader to make the problem go away, not to publicly humiliate the person. Employees will wonder, “Will the same thing happen to me the next time I make a mistake?”

How to prevent or correct the mistake:

Always reprimand in private and praise in public. An effective leader doesn’t have the luxury of venting anger or displaying frustration in public. When offering constructive criticism, address the “behavior” and not the person. Don’t say, “I’m sick of talking to you about showing up to work late!” Instead, address the behavior and its effect on others by stating, “When you arrive late to work, someone else has to do your job as well as their own.

I expect you to apologize to your coworkers for having to do your work and I won’t expect you to arrive late again.” No emotion. State facts.

Mistake No. 3 – Not being consistent.

Why? The number one complaint employees have about their supervisor is “inconsistency”. It is unnerving for the staff when the boss shows up to work in a foul mood and spreads this deadly “Emotional Ebola” throughout the office.

How to prevent or correct the mistake:

Don’t personalize! Learn to rise above emotional reactions to the negative events that occur and engage the thinking, logical and reasonable part of your brain to problem-solve. Concentrate on how to correct or solve a problem, not on placing blame. Emotional outbursts diminish your authority and leadership.

Being an effective leader is a lot like being an effective parent. Mom and Dad weren’t always the good guys when we were growing up, but they were good leaders. We didn’t respect them if they let us run the show. A good leader may ask for suggestions and opinions but in the end, makes the final decision based on fairness and what is best for the entire company.

So, how’s that working for you, now?

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 2010, DST starts on March 14 and ends on November 7.**

Pension Benefits Under Attack

(Continued from page 1)

would be required to pay at least 2% of the contribution, while employees working for agencies without Social Security would be required to pay a minimum of 4%.

Additionally, these initiatives seek to significantly restrict a public agency’s ability to contribute toward a retiree’s health insurance benefits. We strongly encourage you to discuss these attacks on public

employee pensions with your family, friends, and close neighbors and to ask them to not sign any initiative which proposes to reduce pension benefits.

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



Riverside Pharmacy
866 Plumas Street, Suite C
Yuba City, CA 95991
530 751-1889 Fax 751-1892
Accepting all major insurance plans!



SCEA Site Rep/Membership Meeting — <i>Thursday 11:30-1:30</i>	March 4
<i>Held at the Health Dept. Auditorium - Site Reps & Members attend</i>	
YCEA Site Rep Meeting — <i>Tuesday at noon</i>	March 9
<i>Held at the S/YCEA Association Office - Site Reps attend</i>	
SCEA Board of Directors' Meeting — <i>Monday at noon</i>	March 15
<i>Held at the S/YCEA Association Office — Board members attend</i>	
Local #1 Board Meeting — <i>Tuesday at 7:30 pm.</i>	March 16
<i>Held at Local #1 Martinez Union Hall - Local #1 Board members attend</i>	
St. Patrick's Day — <i>Wednesday</i>	March 17
YCEA Board of Directors' Meeting — <i>Wednesday at noon</i>	March 24
<i>Held at the S/YCEA Association Office—Board members attend</i>	

Paul Katz Scholarship

Eligibility:

Applicant must be child or grandchild of an active member of Public Employees Union Local One or the Contra Costa County Retired Employees Association having qualified for graduation from a public high school effective June 2010. In addition, the applicant must have a cumulative 2.5 grade point average (on a 4.0 scale) or equivalent to qualify. Scholarship Award is for \$500.00.

General Criteria:

Applicants must meet the following criteria:

- Be a U.S. citizen or permanent resident.
- Provide a record of community service on a volunteer basis and/or employment providing related community services.
- Plan to enroll (verifiable) as a full-time undergraduate student at an accredited two or four- year College or university.

Provide three personal character references from people not related to you.

Mandatory Written Exercise:

Provide an essay of 500 words, explaining:

- Why you are interested in applying?
- What you have learned through your experiences by providing volunteer or paid service and why it is important to society in general?
- What your career goals are.

How to Apply:

Send your application with all requested documentation to:

**Paul Katz Community Activism
Scholarship
Public Employees Union, Local One
P.O. Box 6783
Concord, CA 94524**

All entries must be postmarked on or before May 14, 2010 to be considered eligible for selection for a scholarship for September 2010.

You can print out the simple application online at sycea.org.

• **2010 Census—Will Cost An Estimated \$14 Billion**

• **Bottom Line—The 2010 Census will help communities receive more than \$400 billion in federal funds each year for things like:**

- Hospitals
- Job training centers
- Schools
- Senior centers
- Bridges, tunnels and other-public works projects
- Emergency services

• The data collected by the census also help determine the number of seats your state has in the U.S. House of Representatives.

• **We can't move forward until you mail it back.**

• In March of 2010, census forms will be delivered to every residence in the United States and Puerto Rico. When you receive yours, just answer the 10 short questions and then mail the form back in the postage-paid envelope provided. If you don't mail the form back, you may receive a visit from a census taker, who will ask you the questions from the form.

• You can help keep the cost of the census down and maybe even help our community get much needed funds by promptly returning the form.