



News Update

Volume XXIV Issue V

May 2009

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Memorial Day, Monday, May 25

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.

PROBATIONARY EMPLOYEES TREATED EQUALLY

Sutter County and SCEA Local #1 have approved changes to our Memorandum of Understanding (MOU) that benefit new probationary employees. The first change eliminated the provision in Section 11.0 Vacation Leave that limited probationary employees to using only 50% of his/her earned (accrued) vacation while on new hire probation (currently his/her first year of employment). The change now allows probationary employees in our units to take the amount of vacation actually earned (accrued) to date during his/her probationary period.

Subsection 11.11, Payment

Upon Separation from County Service, was changed to delete the provision that prohibited employees terminating from County service prior to becoming eligible to take earned vacation, from receiving payment for earned (a c c r u e d) vacation. Additionally, Section 21.0, Separation from County Service, Subsection 21.2, Paid Leave/ Payment Upon Separation from County Service was also modified to comply with changes made to Subsection 11.11 to ensure that it is clear that probationary employees will be fully compensated for his/her earned vacation accruals.

SCEA Local #1 has been pursuing this change for a number of years. During our last round of negotiations, it was once again addressed. Subsequent to completing our negotiations with the County, the County approached us on this issue to see if we would be agreeable to such a change. We appreciate the County's gesture to amend our contract in order to treat probationary employees fairly. Probationary employees who now separate for any reason will be paid for any unused, earned (accrued) vacation upon termination based upon his/her rate of pay at the time of separation.

*By Executive Director
Gary Stucky*

NO RATE INCREASES FOR 2009- 2010 TCSIG INSURANCE

The annual budget was adopted by the TCSIG Executive Committee and the rates for the PPO Medical and High Deductible Health Plans, Dental, Vision, Group Life, and Property/Casualty programs were adopted for

the 2009-2010 year. There will be no increase in these rates. They will remain the same as the current rates. The waiver assessment amounts will also remain the same. The Kaiser rates for 2009-2010 for active

employees and early retirees will increase 10%. The Kaiser Medicare Advantage rates will remain the same. The new rate sheet is on the TCSIG website. Over 1600 TCSIG insured had

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Moved?

PLEASE LET US KNOW IF YOU HAVE A NEW HOME ADDRESS OR WORK LOCATION.

STAFF RECEIVES SOME REPORTS BUT UNFORTUNATELY BY THE TIME THE INFORMATION IS RECEIVED AND ENTERED, YOU MAY MISS A BULLETIN.

Call—674-0185

Fax—674-0477

Email—Local1@sycea.org

Website—sycea.org
(click the Comment Form hyperlink)

We would like to keep you informed.

Did you get a pocket calendar?

Please let us know if you have not received a pocket calendar. We have pocket calendars for **members** and we can get one to you when we are delivering other materials.

Just let us know.

YUBA COUNTY SERVICE AWARDS

Y C E A M E M B E R S

FIRST NAME	LAST NAME	DEPARTMENT	Years Service
Katherine	Bartel	Public Guardian	10
Carmen	Betts	Health & Human Services	10
DeEtta	Bird	Health & Human Services	10
Kevin	Bisby	Probation	10
Barry	Branaman	Health & Human Services	10
George	Breton	Sheriff/Animal Control	10
Sandra	Brown	Probation	10
James	Davis	Probation	10
Jasjit	Kang	Community Development	10
Dennis	Lim	Health & Human Services	10
Lori	McDaniel	Health & Human Services	10
Kirsten	Mitchell	Health & Human Services	10
Gale	Nickson	Child Support Services	10
Daniel	Nunez	Community Development	10
Joseph	Oates	Administrative Services	10
Monty	Payne	Probation	10
Kari	Peters	Probation	10
Elizabeth	Rodriguez	Probation	10
Cynthia	Sanders	Health & Human Services	10
Marsha	Simmons	Health & Human Services	10
Deborah	Stewart	Health & Human Services	10
Sonja	Stuckey-Ford	Probation	10
Brenda	Wright	Auditor Controller	10
Billy	Yang	Health & Human Services	10
Xia	Yang	Health & Human Services	10
Valli	Elliott	Health & Human Services	15
Brenda	Foley	Superior Courts	15
Janel	Horak	Probation	15
Traci	Mamishian	Health & Human Services	15
Barbara	Polney	Health & Human Services	15
Linda	Rasmusson	Child Support Services	15
Margie	Uralowich	Ag Commission	15
Barbara	Barlow	Health & Human Services	20
Donna	Cummings	Probation	20
John	Jacenic	Community Development	20
Donald	Jones	Health & Human Services	20
Bobbie	Mathews	Health & Human Services	20
Louise	McCoy	Health & Human Services	20
Thomas	Samson	Probation	20
Joelyne	Sciscent	Auditor / Controller	20
Kemry	Smith	Health & Human Services	20
Laverne	Thornhill	Health & Human Services	20

YUBA COUNTY SERVICE AWARDS

FIRST NAME	LAST NAME	DEPARTMENT	Years Service
Robin	Timoszyk	Health & Human Services	20
Joyce Earline	Walters	Health & Human Services	20
Richard	Yang	Health & Human Services	20
Cindy	Carlson	Health & Human Services	25
Donna	Helms	Superior Courts	25
Virgil	Buttz	Health & Human Services	35

Congratulations!!



20 YEARS—Robin Timoszyk (YCEA Past President) presented by Suzanne Nobles.



25 YEARS— Donna Helms (Yuba County Superior Court) presented by Evelyn Allis.



35 YEARS—Virgil Buttz (Yuba County Social Services) presented by Suzanne Nobles.

The Service Awards were held at the Peach Tree Golf & Country Club in Marysville on May 1, 2009.

S/YCEA staff would like to thank the Yuba County Personnel Department for inviting us to the event. Executive Director Gary Stucky, Business Agent Marie Clark and YCEA President Ryan McNally attended the Service Awards Luncheon to take part in recognizing the employees that have both served Yuba County and supported YCEA with their membership over the years.

The presenters had some interesting things to say about the employees and their special contributions to the County. It is always a pleasure to get to know a little more about each employee and how they have impacted the community with their dedication and years of service.

20 years plus award recipients received personalized gifts from Yuba County

- 20 years - Metropolitan Clock, 25 years—Maplewood Pen/Pencil Set
- 30 years—Star Service Award, 35 years—Stone Plaque Achievement Award



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

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sycea.org



WIN AN MP3 PLAYER!
FILL OUT THE SURVEY
ONLINE - DEADLINE
FRIDAY, MAY 22, 2009

Press the "Website Survey" button on the sycea.org homepage. You will find more details about the contest and the survey there.

YCEA Site Rep/Membership Meeting — *Thursday* May 12

Held at the Government Center (Conf Rm 2) - Membership attends 5:15 PM

SCEA Site Rep Meeting — *Thursday at noon* May 14

Held at the SYCEA Association Office - Site Reps attend

SCEA Board of Directors' Meeting — *Monday at noon* May 18

Held at the SYCEA Association Office—Board members attend

Local #1 Board Meeting – *Tuesday at 7:30 pm.* May 19

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

YCEA Board of Directors' Meeting – *Wednesday at noon* May 27

Held at the SYCEA Association Office—Board members attend



NO RATE INCREASES FOR 2009-2010

TCSIG INSURANCE

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preventative screenings last year and it has been proven that this is very beneficial for your health and in the long run there is cost savings for the insured. Although, this *may* cost money to have the preventative screening done, there is a benefit of finding out if you have a reason to be treated prior to needing serious medical treatment. When certain preventative screenings are done by the PPO, there is no out of pocket expense.

TCSIG is promoting Health Savings Accounts, but we caution everyone to do research on this prior to signing up for this type of health insurance. The Health Savings Account was originally created to offer

employers hope of curbing their insurance expenses and on the premise that the individual employee would be more prudent in seeking treatment/care if they were responsible for front-end medical costs thereby keeping overall cost down. Health Savings Account funds are also accumulated to pay for the large deductibles if the employee had to seek medical care, but the hope is that by not expending funds toward monthly premiums the employee can accumulate funds to pay for health insurance in retirement. Under the law, the accounts, which enable workers to set aside pre-tax dollars they can later use toward their out-of-pocket medical expenses, must be offered in conjunction with a high deductible health plan.

Advocates of this plan say that this encourages employees to be more cost-conscious medical consumers. Critics argue that employees who control their own Health Savings Account may be so cost-conscious that they delay medical care that they need, only to incur greater costs when their conditions worsen. Research shows that ailing employees who have higher out-of-pocket requirements also end up in the hospital more often. You have to ask yourself, is the short-term cost cuts followed by long term expenses really a savings?

Federal law requires health savings account holders to be responsible for at least the first \$1,150 for the individual plan and \$2,300 for family policies. This cost is the

amount applied to the annual deductible and is currently the deductible amounts for TCSIG's Health Plan 1. Health Plan 2 is \$3,000 for the individual and \$5,950 for family plan. Health Plan 3 is \$5,800 for the individual and \$11,600 for the family plan. The annual deductible costs change from year to year as set by Federal law.

Please remember that preventative health screenings is a helpful way to keep your health care costs down. If you ever change from a conventional healthcare plan to a health savings plan, do research on it to fully understand the pros and cons of it.

By Business Agent Marie Clark