

# News Update



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

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Remember our  
Veterans

## 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.

## ASSEMBLY BILL 1749—EQUAL PROTECTION FOR ALL

BY GARY STUCKY, EXECUTIVE DIRECTOR

County workers have protection under the California Whistleblowers Protection Act (CWPA), if they report actions of their employer, which are illegal and/or contrary to the public's interest. When the legislature acted to separate the trial court system from local county government lawmakers inadvertently removed trial court employees from CWPA protection. This unintentional act was discovered recently when employees working for the Administrative Office of the Court (AOC) became critical

of the AOC administration and realized that they may need to exercise their rights under the CWPA.

AB1749 was initially introduced to extend protection to AOC employees. The bill has now been amended to cover all trial court employees. The bill has passed out of the Assembly Judicial Committee and is scheduled for hearing before the Appropriations Committee on May 12.

The SCEA and YCEA Board of Directors have

voted to support passage of this Assembly Bill. We encourage our members and especially those working for the trial courts to communicate with our local legislators and the Governor to encourage their support for this legislation. Contact information for Assemblyman Jim Nielsen, Assemblyman Dan Logue and Senator Sam Aanestad is available at [www.leginfo.ca.gov](http://www.leginfo.ca.gov). Letters to Governor Arnold Schwarzenegger can be addressed to the State Capitol Building, Sacramento, CA 95814.

## SUTTER COUNTY PENSION STUDY SESSION

BY GARY STUCKY, EXECUTIVE DIRECTOR

On Tuesday, May 4, 2010, a study session was held before the Board of Supervisors (BOS) to provide factual information regarding defined benefit retirement plans, the status of Sutter County's pension plans under CalPERS, and the options that may be considered to mitigate the

increased cost of pension benefits in recent years.

Richard Santos, CalPERS Senior Actuary; Amy Brown, Executive Director, The Retirement Journal; and Tony Oliveira, CalPERS Board of Administration and member of the Kings County Board of Supervisors were

the guest speakers. Mr. Santos provided factual information on the negative effects of the 2008 stock market crash and the serious recession that has followed on Sutter County's unfunded liability and the resulting increase to the employer contribution. Mr. Santos

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## SUTTER COUNTY PENSION STUDY SESSION

*(Continued from page 1)*

indicated that while the liability has increased due to CalPERS's stock market and real estate asset losses, there is no concern about the plan's solvency or other indication for significant concern. He noted that the volatility index rating was lower than most other agencies. Both Ms. Brown and Mr. Oliveira spoke in favor of retaining defined benefit retirement systems over defined contribution plans.

In the spirit of keeping the focus of the meeting on a positive track I took the opportunity to remind the BOS that county employees are an important element of the community and that the wages you earn and spend in the local economy support private-sector workers and business. That you also pay sales taxes and property taxes alongside other taxpayers. Additionally, that you care about the well-being of your community and that you have

demonstrated in prior years a willingness to work with the County during difficult financial times. I also encouraged the vocal critics present in the audience to discontinue their rhetoric and misrepresentation of the facts, so that the County and labor could work cooperatively to understand the legitimate issues that need to be addressed.

It was no surprise that my request fell on deaf ears and that the Nitpicky Alarmist Gadflies (NAGs) chose to use this opportunity to once again spew their venomous self-serving hypocritical perspective on why pension benefits for County employees should be slashed. The NAG's diarrhea of the mouth even extended to encouraging exploration of possible ways to cut current employee's retirement benefits and false assertions that the wages of County employees are considerably higher than wages in the

private sector.

My hat is off to Terry Barber, Child Support Specialist II, who in no uncertain terms challenged the NAGs for their attack on County employees and made it clear that the retirement benefit for most County employees is not extravagant or excessive. It has become very clear that more County employees need to speak out on this issue and/or write letters to the Appeal Democrat's editor. In the weeks/months ahead, we will attempt to provide factual information on our website to counter the NAG's misrepresentation. Please use this information to write letters to the editor and/or communicate your position to the BOS. In the meantime, if you are aware of a retired public employee struggling to make ends meet, please consider writing a brief letter to the editor outlining their struggle. The individual's name is not necessary and should not be used without their permission.

## CCEA 2010 NEGOTIATIONS

BY BUSINESS AGENT MARIE CLARK

The current contract for the general unit and mid-management unit ends June 30, 2010. The general unit negotiations team is made up of the Glen Sturdevant, Toni Benson, and Walt Sweeney. John Balderrama represents the mid-management unit. General unit alternates are Jesse Cain, Christa Drawver, and Phil Calkins. The alternate for the mid-management group is Sandy Cabral. We have only met a few times with the new City Negotiator Patrick Clark and City Manager Jan McClintock.

The Union originally proposed thirty-two moderate proposals, some of which were no cost items. The City proposed numerous take-a-way items for a one year contract. We were told that the City Council did not appreciate our thirty-two proposals even though they had sixteen excruciating

proposals, some of which were take backs from the 2007-2010 signed off contract. In the past we have always worked with the City's financial situation, but the City seems to have forgotten that we differed the 2% equity adjustment and the 2% COLA that was due to us last year. Now they are proposing to take-a-way all previously agreed upon COLA's and equity adjustments. Their position is to agree to something and than take it away! Additionally, over the years the employees have worked at very low wages and forgone their salary increases in order to keep very moderate benefits. It should also be noted that although the Union has withdrawn over half of their proposals; the City has added additional take-a-ways. This is going to be a tough

year of negotiations and we will keep you updated of our progress. Below are the City's proposals.

### **The City proposed the following 15 take-a-ways and a one year contract:**

- 1) 3 Holidays take-a-ways: Either Lincoln or Washington's Birthday, Columbus Day, and Group floating Holiday
- 2) Pay for Performance of which the employees would not receive a cost of living increase or a merit increase unless they receive a performance review rated at a certain level

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# YUBA COUNTY BUDGET OUTLOOK STORMY

BY GARY STUCKY, EXECUTIVE DIRECTOR

While the legislature fiddles and the governor figures out his post employment options, the storm clouds continue to accumulate over Yuba County. County administration recently communicated a desire to reopen YCEA Local #1's contract, but was not specific regarding the intent of this proposed action. The Association's requests for clarification in writing were responded to in a non-responsive way. The Association Board of Directors decided that even though the County had been nonresponsive that maintaining a good faith relationship at least required an offer to meet for the purpose of discussing hypothetically the County's interest in reopening the contract. The Association made it very clear that the membership had not granted authority to open the contract and that the purpose for meeting was for general discussion only and not to meet and confer.

President Robin Timoszyk appointed the Unit Directors to an Ad Hoc Committee for the purpose of meeting with the County if they wished to meet under these conditions. A decision was also made to schedule membership meetings on May 11 and on May 13 for the purpose of

interacting with the membership on the County's budget deficit and to determine by general consensus whether the membership wants the Association leadership to more specifically discuss alternatives to mitigate the County's budget deficit or whether the membership wishes to proceed with enforcement of the addendum agreement, which extended the contract.

The Ad Hoc Committee of Unit Directors, President Timoszyk, and I met with Robert Bendorf, County Administrator and Martha Wilson, Personnel Director on May 4. The County asserts that they have a \$6-\$7 million structural deficit in their General Fund budget. In straightforward terms this means their expenses exceed anticipated income by that amount. This deficit does not include new salary adjustments scheduled for July 2010, which according to the County will add another \$3.5 million. Additionally, if the Board of Supervisors maintains a budget reserve for fiscal year 2010-2011 it would add another \$2-\$4 million. It's also does not take into consideration the fact that the State of California has not resolved their own budget deficit, which has now

climbed to \$20 billion for fiscal year 2010-2011 and any additional revenue reductions the State may impose.

Public-sector budgets are largely made up of salaries and other labor costs. YCEA Local #1 membership deferred the CalPERS member contribution adjustment last year, to give the County an opportunity to generate savings and to provide the least senior employees an opportunity to consider their options. Unfortunately, while the economy has improved slightly it has not improved sufficiently to generate the tax revenue to alleviate the budget problems at the State level or County level. Therefore, absent some unforeseen miracle or further significant concessions by employees, layoffs appear to be imminent at this time.

YCEA Local #1 will be working diligently to try to mitigate layoffs and/or the impact of such layoffs. It is vitally important that all members understand what is at risk. It is not just the jobs of those that may be laid off it is also the wages, benefits and working conditions that we have fought for over the years and which our members deserve. Please stay informed and be prepared to support your leadership in the coming months.

## YCEA MEMBERSHIP APPRECIATION

YCEA will hold the annual Membership Appreciation event for Yuba County members on Thursday, June 24 at the Riverfront Park Nature Area from 11:00 a.m.—2:00 p.m.

This year's event will have a fiesta theme. We are working out the details of the menu at this time, but hope that you will put this on your calendar and attend!

Thursday, June 24, 2010

YCEA, LOCAL #1  
**FIESTA**  
MEMBER APPRECIATION



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

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The CCEA Negotiations Committee members from left to right: John Balderrama, Toni Benson, Glen Sturdevant, and Walt Sweeney.

## CCEA 2010 Negotiations

(Continued from page 2)

- 3) Combining sick leave and vacation leave which would take-a-way 4 hours per month from every employee or 48 hours per year
- 4) Change the PERS medical program to a health plan of the City's choice
- 5) Change the future retiree's health benefit so the City would have to pay only a portion of the entitled benefit
- 6) One-year contract
- 7) Take-a-way the in lieu of health premium payment for employees not using City's provided health insurance
- 8) Take-a-way the conversion of sick leave credit towards PERS retirement credits
- 9) Employees hired after 7/1/2010 to receive a 2% @ 60 retirement formula
- 10) Employees hired after 7/1/2010 retirement to be calculated at the highest 36 months
- 11) Employees hired after 7/1/2010 shall be responsible for 100% of employee contribution
- 12) Employees hired after 7/1/2010 would have an annual post retirement COLA set at 2%
- 13) Delete all deferred Cost of Living Increases that were previously agreed to in the 2007-2010 MOU (approximately 2% increase in salary, this would have helped employees who suffered from a cost of living increase over the years)
- 14) Delete all deferred Equity Adjustments that were previously agreed to in the 2007-2010 MOU (approximately 8% increase in salary, this would have brought the employees up to what other Cities are paying their employees)
- 15) Delete Administrative Leave for Mid-Management
- 16) An 11% salary reduction

<b>SCEA Board of Directors' Meeting</b> — Monday at noon	May 17
<i>Held at the SYCEA Association Office—Board members attend</i>	
<b>Local #1 Board Meeting</b> – Tuesday at 7:30 pm.	May 18
<i>Held at Local #1 Martinez Union Hall - Local #1 Board members attend</i>	
<b>YCEA Board of Directors' Meeting</b> – Wednesday at noon	May 26
<i>Held at the SYCEA Association Office—Board members attend</i>	
<b>SCEA Site Rep/Membership Meeting</b> — Thursday	June 3
<i>Held at the Agriculture Conference Room at 5:15 p.m.—Members attend</i>	
<b>YCEA Site Rep Meeting</b> — Tuesday at noon	June 8
<i>Held at the SYCEA Association Office - Site Reps attend</i>	
<b>Local #1 Board Meeting</b> – Tuesday at 7:30 pm.	June 15
<i>Held at Local #1 Sacramento Union Hall - Local #1 Board members attend</i>	
<b>SCEA Board of Directors' Meeting</b> — Monday at noon	June 21
<i>Held at the SYCEA Association Office—Board members attend</i>	
<b>YCEA Board of Directors' Meeting</b> – Wednesday at noon	June 23
<i>Held at the SYCEA Association Office—Board members attend</i>	

### Tickets for sale at Association Office:

Discovery Kingdom (Marine World) \$26—Legoland \$62 (Resort Hopper)—Universal Studios \$60—SunSplash \$19

MORE INFORMATION @ [www.sycea.org/parkdeals.htm](http://www.sycea.org/parkdeals.htm)

Father's Day  
June 20