

NEWS UPDATE



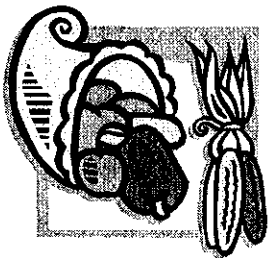
Representing Public Employees in City of Colusa, Sutter and Yuba Counties

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Thanksgiving Day is a jewel, to set in the hearts of honest men; but be careful that you do not take the day, and leave out the gratitude.

~E.P. Powell

Not what we say about our blessings, but how we use them, is the true measure of our thanksgiving.

~W.T. Purkiser

WE THE PEOPLE need to just say NO

We the People of the United States, in order to form a more perfect union, establish justice, insure domestic tranquility, provide for the common defense, promote the general welfare, and secure the blessings of liberty to ourselves and our posterity, do ordain and establish this Constitution for the United States of America.

What a great unified vision our forefathers had in

establishing the foundation for what would become the greatest nation on earth. Our forefathers having grown tired of the tyranny of being controlled by a monarchy form of governance decided to cast a new government based upon self-determination and self-governance. Our forefather's design was based upon the notion that we the people would play an active role in our own governance and that the majority of all the people would control our democracy.

In building the framework of our government our

This November special election is a prime example of how out-of-control our legislative and Initiative processes have become, especially in our own State.

forefathers decided it was important to have three branches of government as a check and balance against absolute control. These three branches of government judicial, legislative and executive function independently, yet are interactive with one another. The legislative branch are the lawmakers, the executive

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STAFF REPORT AND CHECK LIST

We wanted to let our members know that during this hectic couple of months, the staff statistics reporting has not been accurately computed due to time constraints with other more pressing issues, but we haven't forgotten that you really would like to know how our time is being spent. We hope to resume the computations and get back to speed on reporting the numbers to you after the first of the year.

✓ SCEA Members-have you thought about the Board election? Please get back to us no later than Thursday, November 10.

✓ YCEA Members-have you returned your ballot for the Negotiations Committee? Please get your ballot back to us no later than Monday, November 14.

THE FACTS ON PROP 75

PROPOSITION 75

*PUBLIC EMPLOYEE
UNION DUES.
RESTRICTIONS ON
POLITICAL
CONTRIBUTIONS.
EMPLOYEE CONSENT
REQUIREMENT.
INITIATIVE STATUTE.*

Prohibits the use by public employee labor organizations of public employee dues or fees for political contributions except with the prior consent of individual public employees each year on a specified written form.

Restriction does not apply to dues or fees collected for charitable organizations, health care insurance, or other purposes directly benefiting the public employee.

Requires public employee labor organizations to maintain and submit records to Fair Political Practices Commission concerning individual public employees' and organizations' political contributions.

These records are not subject to public disclosure.

As with many previous California ballot initiatives, Prop 75 has a hidden agenda. Proposition 75's real agenda is to cut funding for public schools, cut health care and roll back retirement security.

Cartoon at www.voteno75.com/



Proposition 75 was designed and orchestrated by Governor Schwarzenegger's supporters including his corporate campaign contributors who want to cut funding for education, health and safety. These same contributors support President Bush's plan to privatize Social Security.

Supporters of Prop. 75 aren't for workers rights. They're using that argument as a smokescreen to push their real agenda. They're against the minimum wage, against strengthening employee health care and against the eight-hour work day. And they support cuts to education, health care and oppose retirement security.

Individual workers won't have more choices under Prop. 75, they will have less privacy as workers who participate in political efforts that will have to file a government form every year.

Make no mistake - Prop. 75 is simply the first step in an effort to cut education, health care and retirement security.

**ON NOVEMBER 8TH,
CALIFORNIANS CAN
VOTE TO BLOCK
THE
HIDDEN AGENDA
AND PROTECT OUR
SCHOOLS, HEALTH
CARE AND
RETIREMENT
SECURITY BY
VOTING NO ON
PROP 75.**

www.betterca.com/prop75

Prop. 75 is unnecessary.

- The U.S. Supreme Court has already ruled that no public employee can be forced to join a union or association and contribute to politics.
- All public and private employees in a union or association have the right to opt out of having their fees used for politics.
- Prop. 75 replaces individual decision-making with a bureaucratic, government-imposed

process.

Prop. 75 is unfair.

- Prop 75 only restricts workers who belong to a union or association.
- It does not restrict corporations – even though corporations regularly spend an enormous amount of shareholders' money on politics.
- Prop. 75 is expressly designed to increase costs and red tape for unions and associations, while simultaneously decreasing the amount of money unions and associations could spend on fighting for workers' rights.
- Behind the smoke and mirrors, Prop. 75 is really designed to strengthen the political power of large corporations.

Prop. 75 is being funded by the deceptively named Small Business Action Committee which, in fact, is a front for a host of large corporations.

- These large corporations are tired of being held to fair and reasonable standards for their working class employees by unions and associations.
- Prop. 75 will unfairly restrict the ability of

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WE THE PEOPLE NEED TO JUST SAY NO

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branch are implementers and the judicial branch are the adjudicators of disputes. Our forefathers also sought to ensure that our voices and interest would be well served by creating two sub branches of legislators. At the national level they are known as the House of Representatives and the Senate. The Constitution of California is fashioned in a similar manner having the same three branches of government and a Legislature, composed of an Assembly and a Senate. Our forefathers intended our nation and states to function on the basis of a representational form of government. Meaning that we the people select representatives to serve in the legislative branches of our government to carefully consider and debate matters before passing new laws that affect us. The authors of our constitutions realized that there would be many

complex and controversial issues that would face our society and that we the people would be best served by legislators who would bring diverse thoughts and opinions to the legislative forums for vigorous debate and ultimate compromise.

To further ensure the right to self-governance by we the people our forefathers implemented an additional safeguard. They empowered, we the people with the right to legislate new laws ourselves through the initiative process. This process is available not only through our national Constitution, but also through the Constitution of California. Like the national initiative process, the California initiative process was seldom used to pass legislative policy changes until the late 1970s. At that point in California's history the state coffers were bulging with excess revenue, while average citizens were facing

the threat of losing their homes due to property taxation. Two individuals, Howard Jarvis and Paul Gann determined that our elected leaders were not listening to the voice of we the people and initiated the initiative process to allow, we the people to decide whether the method and manner of property taxation should be changed. Their efforts became known as Proposition 13, which was ultimately passed by we the people for better or for worse. Whether you agreed with Proposition 13 are not is not the issue here, but rather that there was a situation in our historical past when our elected legislators were not hearing the voice of we the people and we the people acted to make our will known.

It was never the intent of our forefathers that we the people would actively enact new

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**NO on Proposition 75:
"Paycheck Deception
Act."**



Proposition 75 is a deceptive measure put on the ballot by the big corporations and out of state billionaires who support Governor Arnold Schwarzenegger's destructive agenda for California. It unfairly targets teachers, nurses, firefighters, police and other public employees with restrictions that don't apply to other groups or corporations, which regularly spend shareholder money on politics without permission.

Prop. 75 is designed to reduce our ability to respond when politicians would harm education, health care and public safety, effectively clearing the opposition to the Governor's education and health care cuts.

www.betterca.com/prop75

CLASSIFICATION REVIEWS

Sutter County

In Sutter County, January is the month that departments can submit requests for classification review to the Personnel Department for consideration. If you believe that your position has changed significantly

or you have been given assigned duties at a higher level, it is recommended that you discuss the matter with your supervisor/manager. If they concur with you, a request for classification review should be submitted. If you discuss the matter with your supervisor/manager and

they do not agree that your position should be reviewed, contact the Association office for an independent review.

Currently, we are working with the County on classification reviews submitted in January 2005. Employees affected by this

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WE THE PEOPLE NEED TO JUST SAY NO

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laws affecting complex and diverse issues through the initiative process as we have since the late 1970's. It would have especially horrified our forefathers if they had conceived the possibility that we the people would be enacting complex laws based upon 30-second sound bites intended to incite our emotions to either support or oppose a particular proposition placed on the ballot through the initiative process. As stated earlier, our forefathers envisioned a form of government that allowed we the people to

It is particularly appalling that this special election is costing hundreds of millions of dollars at a time when many in our nation are suffering greatly due to natural devastation.

elect representatives to the legislative branch of government where they would represent our interest through vigorous debate before passage of laws, which would govern us.

Unfortunately too many of we the people have become disengaged from the political process, leaving for the most part the activists on both sides of the political spectrum. Our self-governance is dependent upon having the full spectrum engaged in the political process, and most importantly, the centrists who are the integral part of building compromise between the two extremes. When our legislative branches of government are composed of delegates representing the extremes or their fringes there is little room for compromise, our government becomes stalemated on important and complex issues. This is true

whether it pertains to the government's budget, public assistance for the poor, Social Security for the elderly, support for the military or health care for the citizens of our great nation. This has led to more initiatives prompted by the special interest on both extremes of the political spectrum.

This November's special election is a prime example of how out-of-control our legislative and initiative processes have become, especially in our own State. The propositions on the ballot before we the people have been promoted and qualified by special interests, who seek to enact laws on important issues based upon their special interests and not the interests of we the people as a whole. It is particularly appalling that this special election is costing hundreds of millions of dollars at a time when many in our

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PROPOSITION 77

REDISTRICTING. INITIATIVE CONSTITUTIONAL AMENDMENT.

Amends process for redistricting California's Senate, Assembly, Congressional and Board of Equalization districts.

Requires panel of three retired judges, selected by legislative leaders, to adopt new redistricting plan if measure passes and after each national census.

Panel must consider legislative, public comments/ hold public hearings.

Redistricting plan effective when adopted by panel and filed with Secretary of State; governs next statewide primary/ general elections even if voters reject plan.

If voters reject redistricting plan, process repeats, but officials elected under rejected plan serve full terms.

Allows 45 days to seek judicial review of adopted redistricting plan.

YUBA COUNTY PAY BANDING

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were not new and had been pursued by the Association through discussions with the County for 2 to 10 years prior.

During the last several months YCEA and the County have been working together to address proposals made by YCEA previously

and to make technical corrections to the Pay Banding document, which will be implemented in January of 2006. When this new salary scale is implemented, no classification will see a reduction in salary. However, some classifications will receive salary increases due to the

consolidation of pay ranges.

When the YCEA membership meeting is held the latter part of November or first part of December, staff will give a complete report on changes made to the "Pay Banding" document.

OUR SPONSORS

PROPOSITION 78

**DISCOUNTS ON
PRESCRIPTION DRUGS.
INITIATIVE STATUTE.**

*Establishes discount prescription
drug program, overseen by
California Department of Health
Services.*

*Enables certain low- and
moderate-income California
residents to purchase prescription
drugs at reduced prices.*

*Authorizes Department to
contract with participating
pharmacies to sell prescription
drugs at agreed-upon discounts
negotiated in advance; to negotiate
rebate agreements with
participating drug manufacturers.*

*Imposes \$15 annual application
fee.*

*Creates state fund for deposit of
drug manufacturers' rebate
payments.*

*Requires Department's prompt
determination of residents'
eligibility, based on listed
qualifications.*

*Permits outreach programs to
increase public awareness.*

*Allows program to be terminated
under specified conditions.*

El Zarape Restaurant
1005 Stafford Way, Yuba City
Delicious Mexican Food
755-2888



The Cookie Tree
441 Bridge Street
Yuba City
673-1246



**They are considering a punch
card discount! Ask about it when you go into the
store!**

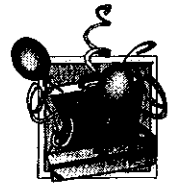
**The Medicine
Shoppe**
812 Fifth Street
Marysville
743-4629
5% discount to
members



**Full House
Restaurant**
1747 Live Oak Blvd.
Yuba City
671-6666



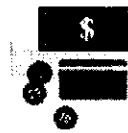
**Pelton's
Party Rentals
and Sales**
715 Plumas
Street
Yuba City
10% discount on retail items
674-2790



**Destinations
Travel**
1528 Colusa Highway
Yuba City
674-7778



**Consumer Credit
Counseling Service**
718 Bridge Street, Suite B
Yuba City
**Free Personal Finance & Debt
Counseling**
674-9729



**Papa Murphy's
Take 'N' Bake Pizza**
962 Gray Avenue
Yuba City
751-9000



Thank you sponsors!



Shadd Janitorial Supply
"Open to the Public" 673-0083
741 Plumas Street, Yuba City, CA 95991

WE THE PEOPLE NEED TO JUST SAY NO

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nation are suffering greatly due to natural devastation. It is also appalling that our Governor has sought enormous sums of money from special interest groups from outside our State to financially support propositions that will affect those of us living in California.

It is ironic that while the Governor is promoting various propositions that seek to take away public employees' rights and limit public employees' power in the political process because he blames public employees

for the State's financial mess. That he is using the very initiative process that has created in large part of the structural problems with the State's budget and contributed to the mess in the first place.

The time has come for we the people to say NO in a strong collective voice to an initiative process that is out-of-control. We the people also need to assume our personal responsibility and obligation to ensure that those we elect to the legislative branches of our government, both at the national and state level are



more inclined to reasonable compromise in the interest of all concerned rather than promoting their narrow special interests. We also need to collectively encourage everyone that is eligible to participate in the political process, which means taking the time to be fully informed and to vote.

Both the SCEA and YCEA Board of Directors encourage you to vote NO on propositions 75 through 79.

PROPOSITION 79

PRESCRIPTION DRUG DISCOUNTS, STATE-NEGOTIATED REBATES, INITIATIVE STATUTE.

Provides for prescription drug discounts to Californians who qualify based on income-related standards, to be funded through rebates from participating drug manufacturers negotiated by California Department of Health Services.

Prohibits new Medi-Cal contracts with manufacturers not providing the Medicaid best price to this program, except for drugs without therapeutic equivalent.

Rebates must be deposited in State Treasury fund, used only to reimburse pharmacies for discounts and to offset costs of administration.

At least 95% of rebates must go to fund discounts.

Establishes oversight board. Makes prescription drug profiteering, as described, unlawful.

CLASSIFICATION REVIEWS

(Continued from page 3)

year's review should know at this time what the Personnel Department has recommended. As with most classification reviews there are some positive recommendations and some that employees will find disappointing. The Association staff is working with our members to advocate their position through the appeal process if they disagree with the recommendations made by Personnel.

Yuba County

The last several years classification work done by the Personnel Department has been essentially limited to technical changes to classifications that would bring them into compliance with the Americans with Disabilities Act and to utilize consistent language in identifying the minimum qualifications. The Association has continued to advocate for the need to study specific positions to determine whether they are properly classified.

Now that the Personnel Department is fully staffed, they are working with YCEA to conduct classification reviews of specific positions. The initial positions being studied were identified over two years ago by YCEA. Therefore, they are being given priority consideration. We have identified other positions and have received requests by other members. YCEA and the County Personnel Department are working together to prioritize classification review matters and to develop a reasonable timetable for addressing legitimate concerns.

CALENDAR OF EVENTS—NOVEMBER 2005

Veteran's Day — <i>Friday</i>	<i>Remember our veteran's on this day...</i>		November 11
SCEA Site Representative Meeting — <i>Tuesday</i>	12:00 noon	Association Office	November 15
Local #1 Board Meeting — <i>Tuesday</i>	7:30 p.m.	Held in Martinez	November 15
SCEA Board of Directors' Meeting — <i>Monday</i>	12:00 noon	Association Office	November 21
YCEA Site Representative Meeting — <i>Tuesday</i>	12:00 noon	Association Office	November 22
YCEA Board of Directors' Meeting — <i>Wednesday</i>	12:00 noon	Association Office	November 30



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



Remember your web page has calendar, newsletter and know your rights information.

NEW MEMBERS

Yuba County

Albert Cariaga
Assessor's Office

Deborah Cordray-Hickey
Social Services CPS

Shannon Cortez
Health Department

Alfred Gardner
Public Works

Shawn R. Garcia
Sheriff's Department

Kathleen Harriger
Health Department

Leah Huffman
Social Services CPS

Yuba County

Kidd Immel
Public Works

Marissa Jasso
Clerk Recorder's Office

Amy Kesler
Community Development
Planning

Sutter County

Amelia Campos
Health Department

Recruit a member today!
Phone the Association for details.....

933 Members Strong!



"It is not enough to fight. It is the spirit which we bring to the fight that decides the issue. It is morale that wins the victory."

~ George Marshall (www.marshallfoundation.org/chronology.html)

Have a great Veteran's Day holiday!

Local #1 Member