

# NEWS UPDATE



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February 2006

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

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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 CONTRACT RECAP

In accordance with SCEA's contract with Sutter County, the salary adjustment for 2006 effective December 24, 2005 was two and a half percent (2.5%).

The provision on retiree health insurance, which applies to employees retiring from Sutter County on or after December 24, 2005

increased as follows:

Less than ten years of service: \$ 16 per month  
 10 but less than 15: \$ 56 per month  
 15 but less than 20: \$ 96 per month  
 20 but less than 25: \$136 per month  
 25 but less than 30: \$176 per month  
 30+ years of service: \$216 per month

The County contribution will be reduced to \$ 16 per month when the employee reaches 65 years of age.

SCEA would like to remind you that effective December 23, 2006 another salary adjustment will increase salaries by three percent (3%).

## SUTTER COUNTY COURTS CONTRACT

SCEA and the Sutter County Courts came to a new contract agreement to begin in July 2006 for three-years. The salary adjustment will be three percent each year effective with the first paycheck received in July of 2006, July of 2007 and July of 2008.

The Court will pay a maximum of eight percent (8%) of salary (minus \$61.00 per pay period CalPERS exemption) of the employee's retirement contribution to CalPERS. The retirement formula

and contract will be as provided to Sutter County employees which includes the single highest year for final salary determination. Also, upon retirement any sick leave accumulation may be converted as service time, in accordance with the CalPERS formula, unless otherwise precluded by law.

The health insurance contributions will be \$407.00 for employee only, \$716.00 for employee + 1, and \$930.00 for employee + 2

or more. The Plan design is an 80/20 plan with a \$500.00 deductible and will be considered the benchmark plan. The Court will pay 80% of the increase for an equivalent Plan offered by the provider for the subsequent years for this agreement. The Court will continue to provide vision insurance and will pay 100% of the premium for its employees and eligible dependents. Also effective January 1, 2006, the monthly Court contribution to the dental plan will be \$27.11 for employee only, \$51.51 for

(Continued on page 2)

### Scholarship Application

Do you have a student who is Planning a career in Business, Finance, or Technology? If so **Sierra Central Credit Union** may assist you with the education. **Sierra Central (SCCU)** marks its 26th year of supporting students in our communities!

Over the past 25 years the scholarship program has grown and expanded from a few small scholarships available only to graduating high school students to last year's ten \$1000 scholarships awarding to deserving high school seniors, current college students, and prior SCCU scholarship winners still attending college. This year up to ten \$1000 awards will be granted to outstanding students on the basis of grade point average, demonstrated leadership skills, and active participation in a variety of school and community activities.

Requests for an application package can be made online by visiting [www.sierracentral.com](http://www.sierracentral.com).

The scholarship program is open to all Sierra Central members and their dependents. **The deadline to submit your application is April 1, 2006.** Scholarships are awarded in May.

## February is African-American History Month

To recall and celebrate the positive contributions to our nation made by people of African descent, American historian Carter G. Woodson established Black History Week. The first celebration occurred on Feb. 12, 1926. In 1976, as part of the nation's bicentennial, the week was expanded into Black History Month.

Originally established as Negro History Week in 1926 by Dr. Carter G. Woodson, a noted African-American author and scholar, this event evolved into the establishment in 1976 of February as "Black History Month." This commemoration has increasingly been referred to

as "African-American History Month," although both names are currently in use.

When Carter G. Woodson established Negro History week, he realized the importance of providing a theme to focus the attention of the public. The intention has never been to dictate or limit the exploration of the Black experience, but to bring to the public's attention important developments that merit emphasis.

Since 1926, The Association for the Study of Afro-American Life and History (ASALH) has established the national theme for the month-long celebration of

African American History Month. **The National Theme for the celebration in the year 2006 is Celebrating Community: A Tribute to Black, Fraternal, Social, and Civic Institutions.**

In honor of African American History Month, 2006, the U.S. Post Office will recognize Actress Hattie McDaniel as the 29th inductee into the Black Heritage stamp series. (U.S. Post Office)

[http://usinfo.state.gov/scv/history\\_geography\\_and\\_population/population\\_and\\_diversity/african\\_american/African\\_American\\_History\\_Month.html](http://usinfo.state.gov/scv/history_geography_and_population/population_and_diversity/african_american/African_American_History_Month.html)

## SUTTER COUNTY COURTS CONTRACT

*(Continued from page 1)*

employee + spouse, \$54.15 for employee + children, and \$88.53 for employee + family. A plan design as close as possible to that described below will be considered the benchmark plan. The Court will pay 80% of the increase for an equivalent Plan offered by the provider for the subsequent years of this agreement.

**Preventative**  
Network 100%  
Out of Network 90%

**Basic**  
Network 80%  
Out of Network 70%  
**Major**  
Network 80%  
Out of Network 50%

**Maximum Yearly Benefit:**  
\$1600

**Yearly Deductible**  
\$25 Individual  
\$50 Family  
**Child Orthodontics**  
Maximum \$1500

In July of 2006 Bilingual pay will be \$75.00 per month increasing to \$100.00 a month effective July 1, 2008.

Mileage reimbursement shall be reimbursed at the rate then in effect for judicial branch employees.

SCEA would like to thank Danette Able, Maria Carmona and Shara Hunter for their work on the Sutter County Superior Court Negotiations Committee.



## YUBA COUNTY PAY BANDING

Included in the current Memorandum of Understanding (MOU) for Yuba County covering the period of January 2004 through June 2006, was a provision to implement a pay banding schedule that would consolidate the pay ranges of classifications represented by YCEA. The County proposed this change because over time various classifications had either been established or adjusted resulting in a pay scheme that made little sense. There are many classifications that only had ten or fifteen dollars difference in pay but yet there was no justifiable reason for this difference.

The pay band scale developed by the County provides a three percent differential between each band. Fortunately the County was able to merge all classifications onto one of fifty bands without anyone suffering a loss of income. Included with the pay banding methodology, the parties have established a guide for experience, education, and additional factors for considering the appropriate pay for classifications utilized by the County. The theory being that positions that are performing work which requires essentially the same skills, knowledge, and ability be compensated at the same level. Through this

process YCEA was able to address various salary inequities that had been identified during contract negotiations on the 2004-2006 MOU but not agreed to by the County. Some of these inequities YCEA has been pursuing on behalf of its members for over ten years.

As a part of our upcoming negotiations we will be continuing to look at salary allocations and further adjustments that may be needed. I would like to send a big **thank you** to Tracy Hutchinson, Pete Sweeney, Carol Witherow, and Robin Timoszyk for working on the Pay Banding Negotiations Committee.

### The County Employee Pollworker Program

is a Board of Supervisors approved program which encourages Yuba County employees to serve as poll workers on election day and make a difference in their community.

*"New Touchscreen voting equipment this year"*

#### How will I know if I am eligible?

- Yuba County Employee
- Registered Voter
- Your Supervisor's approval is required for each election.
- Participating employees are not required to live in Yuba County

#### What are the benefits?

- Assist in the most important aspect of democracy – *The Right to Vote!*
- Regular daily rate of pay from your department plus an additional \$75 - \$90 from the Elections Department
- Receive a letter for your personnel file recognizing your service.

#### How Do I Apply or Get More Information?

- Contact the Elections Office at (530) 749-5483 or 749-7855
- Stop by the Elections Office and pick up an application

## AMUSEMENT PARK DISCOUNTS

Local #1 has not received tickets in Martinez for distribution to our office for this year as of this printing. I do know that we will have tickets for Disneyland, Universal Studios, and Marine World but the prices have not been disclosed by the parks at this time.

*Here are the discounts available so far this year:*

### Exploratorium

San Francisco - \$2 OFF/Adult only, up to 6 guests  
 Adult (18-64) \$13, Youth (ages 13-17) \$10, Children (4-12) \$8

### Medieval Times

**Dinner and Tournament** - 15% off regular admission, excluding Saturdays  
 \$47.95 for Adults and \$33.95 for Children age 12 and under

(Continued on page 5)

## Public Employees Union, Local # 1

is seeking dedicated employee representatives to represent employees in the public sector.

Position vacancies are being distributed in the Bay Area and Sacramento publications. There is a vacancy in the S/YCEA office.

P.E.U., Local # 1 is a large independent union representing public employees in Northern California.

Business Agents must be able to speak effectively one on one, in small and large groups, and before public agency boards. Demonstrated ability to write clear concise correspondence, membership newsletters, grievances, and contract language is required. Experience should include negotiating contracts, representing employees in grievance hearings, including formal arbitration hearings, and organizing.

**Salary:** Commensurate with experience

**Benefits:** Fully paid health, dental and vision care; 12 holidays and 3 weeks vacation per year plus paid sick leave.

**Send Resume to:**  
General Manager  
P.E.U., Local # 1  
P.O. Box 6783  
Concord, CA 94524  
Or email at:  
[info@peu1.org](mailto:info@peu1.org)

# FEBRUARY-HEART HEALTH MONTH

## Wear Red Day

February 3

Buy a Red Dress Pin for only \$5 and wear red. Proceeds benefit the American Heart Association to support research and education to save women's lives.

## AM 1600 KUBA Home & Leisure Expo

February 4

The Yuba-Sutter Mall,  
1215 Colusa Ave.,  
Yuba City  
10:00 a.m. to 7:00 p.m.

Stop by the Sutter North Medical Foundation, Women's Heart Advantage booth for FREE heart friendly screenings.

## Women's Heart Advantage Heart Healthy Cooking

February 7

885 Richland Road, Yuba City - 6:00 p.m.

Efrain Corretjer, General Manager and Executive Chef from The Refuge, Paradiso and Pasquini's restaurants will present a heart healthy cooking demonstration and education. Healthy cooking doesn't have to be complicated, learn how to create a delicious,

heart healthy meal. Please join us and learn tips to create a meal in your own home. **For reservations or more information, call 530.749.3664.**

## Go Red for Women Luncheon



February 22

Bonanza Inn Convention Center - 12 Noon - 1:30 p.m.

Sponsored by Yuba City Toyota Lincoln-Mercury-Scion and Sutter North Medical Foundation.

**Tickets are \$20 each.** Local vendors will sell merchandise at 11 a.m. with lunch and program beginning at 12 noon. Proceeds benefit the American Heart Association to support research and education to save women's lives. **For tickets or more information, call 530.749.3664.**

## Women's Heart Advantage Workshop

February 28

969 Plumas Street, Suite 208 - 6:00 p.m.

Sutter North Medical Foundation Family Physician, Harpreet Johl, M.D. is offering the Women's Heart Advantage workshop to raise awareness of heart disease in women and will offer tips on improve early detection and treatment. **For reservations or more information, call 530.749.3664.**

*Buy your Red Dress bracelet for \$15...or buy the bracelet and lapel pin set for \$20!*

*Proceeds from the Red Dress pin will go to the American Heart Association and will fund education and research of cardiovascular disease in women.*

*Proceeds from the Red Dress bracelets will fund the Advances in Cardiology Technology Fund at Sutter North Medical Foundation.*

[www.sutternorth.org/community/Womens\\_Heart\\_Calendar.html](http://www.sutternorth.org/community/Womens_Heart_Calendar.html)

Women's Heart Advantage is an educational program sponsored by the doctors, nurses and hospitals in the Sutter Health family to raise awareness of heart disease in women and improve early detection and treatment.

## YCEA NEGOTIATIONS

On January 23, the Negotiations Committee met at the Association office. The purpose of the meeting was to introduce Committee members to one another and to build a team understanding of the primary function of the Committee and a common vision of what the Committee hopes to accomplish through the negotiations process.

A training meeting is planned for February 7 and additional meetings to discuss and debate the ideas and suggestions to be

included in our initial proposals will be held on February 15 and 22. The web site will be posting overview information on the meetings.

We appreciate the suggestions and ideas that have been submitted by the membership. If you have something you would like to be considered for inclusion in the proposal package, please forward your ideas to the Association Office ASAP.

There is a Membership

Meeting scheduled for **Tuesday, March 7 at 5:30 p.m.** upstairs in the Beckworth Room at the Employment Services-One Stop building located at 1114 Yuba Street in Marysville. Please watch for a separate memo and more detail. At this meeting we will be recommending a package of proposals and ask the membership to decide unresolved matters pertaining to the proposals.

**Mark your calendar and plan to attend!**

### Know Your Rights!

Will you be prepared when crisis arises due to unforeseen events that may happen in the course of an employee's career?

Nobody wants to find themselves in a position that warrants disciplinary action but sometimes no matter how good of an employee you see yourself as, circumstances happen that may be beyond your control.

If you are called into a meeting with your supervisor or a department head, you usually will not have time to prepare your thoughts and answer questions in the most appropriate way. You may be asked to sign something. You may be interviewed or investigated or asked to do something that may not be in your best interest. Will you be prepared? Do you know that you have the right to ask if the purpose of the meeting is investigatory and if it could lead to discipline, reprimand or dismissal? Do you know that at that point you can ask for union representation to be present and have the meeting rescheduled? Do you know that if you request union representation and it is denied, you have the right to refuse to answer any questions that could be used against you. Do you know that you should NOT refuse to attend the meeting or it may be considered insubordination?

Will you be prepared to fight for your rights? Check out the website **Know Your Rights** page and be prepared!

## AMUSEMENT PARK DISCOUNTS

(Continued from page 3)

- Movieland Wax Museum** - \$3 OFF/Adult or Child-Up to 6 people  
*Adult (12 and over) \$12.95, Child (4 thru 11) \$6.95, Senior (55 and over) \$10.55*
- Ripley's Believe It or Not!** - \$2 OFF/Adult or Child-Up to 6 people  
*Adult (12 and over) \$10.95, Child (4 thru 11) \$6.95, Senior (55 and better) \$8.95*
- SeaWorld Adventure Park** - Save \$5 on Single-Day Admission  
*Adult \$53, Child (3-9) \$43*
- SixFlags Magic Mountain** - Buy one get one free coupon  
*General Admission \$59.99, Children (under 48") \$29.99,  
 Children (2 and under) FREE*
- Universal Studios** - Save \$18 through 4/30/06-One Day  
*General Admission \$56*
- Winchester Mystery House** - \$2 OFF/per person, up to 6 guests  
*Grand Estate Tour Adults (13-64) \$24.95, Children (6-12) \$21.95  
 Mansion Tour Adults (13-64) \$19.95, Children (6-12) \$13.95*
- Check park schedules and restrictions on web sites.**

**SCEA**  
*Executive Officers*

**Kurt Schoenwald**  
President

**Gary Bengs**  
Vice President

**Lorie Thomas**  
Secretary/Treasurer

**Linda Summers**  
Past President

*Directors*

**Michael Berry**  
Agriculture Dept.

**Danette Able**  
Superior Court

**Terry Barber**  
Child Support Services

**Alice Williams-Root**  
Health Department

**Cyndi McClellan**  
Housing Authority

**Sylvia Oakley**  
Library (at large)

**Robert Ahu**  
Mental Health

**Gail Gould**  
Community Services

**Joy Hopking**  
Public Works

**Lesley Pitts**  
Public Works

(Alternate)

**Ginny Tolliver**  
Office of Revenue

Collection

**Verena Garvin**  
Social Services Dept.

(at large)

**Shara Hunter**  
Facility Management

(at large)

**VACANT-**  
Animal Control &  
Assessor's Office

**OUR SPONSORS**



**Shadd Janitorial Supply**

*"Open to the Public"* 673-0083

741 Plumas Street, Yuba City, CA 95991

**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



**Destinations  
Travel**

1528 Colusa Highway

Yuba City

674-7778



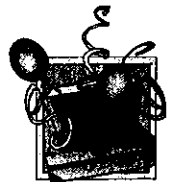
**Pelton's  
Party Rentals  
and Sales**

715 Plumas  
Street

Yuba City

*10% discount on retail items*

674-2790



**Papa Murphy's  
Take 'N' Bake Pizza**

962 Gray Avenue

Yuba City

751-9000



**Consumer Credit  
Counseling Service**

718 Bridge Street, Suite B

Yuba City

Free Personal Finance & Debt  
Counseling

674-9729



**El Zarape Restaurant**

1005 Stafford Way, Yuba City

*Delicious Mexican Food*

755-2888



*Thank you sponsors!*

# BOARD INSTALLATION

The Associations held their Board Installation on Wednesday, January 18 at Ruthy's. The event was attended by Local #1 General Manager Chuck Egbert and his new bride, Robin. Both SCEA and YCEA Officers and Directors were invited to gather together in a relaxed setting to meet and get to know each other better on a more personal level. We would like to thank the Egberts for attending the event and for Chuck's words of wisdom and his vision for Local #1's future as submitted to the Local #1 Board.

Executive Director Gary Stucky recalled the year's events and successes in a presentation about the Associations' activities. The event appears to have been well received by all who attended and some

spouses were present enjoying the event too.

The Association was proud to honor several Yuba County members for their service on the Board over the years. In appreciation for their support, volunteer service and contributions to Y C E A , P u b l i c Employees' Union Local #1, Jon Gicker and Sandra "Sam" Young were presented with an

Appreciation Award plaque. Jon Gicker retired the end of last year and Sam Young has taken a position as a substitute teacher for Marysville Unified School District.

The Boards then did the annual Oath of Office and made a pledge to do their best to further the interest and goals of our Association(s).



Robin and Chuck Egbert, Local #1 General Manager attended the S/YCEA Board Installation event and had the chance to share some time with the Associations' leadership.

Robin and Chuck recently wed and we wish them a long and happy marriage!

## *YCEA Executive Officers*

**Robin Timoszyk**  
President

**Joe Oates**  
Vice President

**Carol Witherow**  
Secretary

**Dennis Moseley**  
Treasurer

### *Directors*

**Tracy Hutchinson**  
Professional Unit

**Marsha Simmons**  
Professional Unit  
(Alternate)

**Linda White**  
Supervisory Unit

**Karin Deveraux**  
Technical Unit

**Irma Mendoza**  
Court Unit

**Maria Hicks**  
Court Unit

**Kemry Smith**  
Clerical/Office Unit

**Pete Sweeney**  
Crafts/Maintenance  
Unit

**George Boyd**  
Crafts/Maintenance  
Unit (Alternate)



# CALENDAR OF EVENTS

SCEA Board of Directors' Meeting — <i>Monday</i>	12:00 noon	Association Office	February 13
SCEA Site Representative Meeting — <i>Thursday</i>	12:00 noon	Association Office	February 16
PRESIDENT'S DAY HOLIDAY— <i>Monday</i>			February 20
Local #1 Board Meeting — <i>Tuesday</i>	7:30 p.m.	Held in Martinez	February 21
YCEA Board of Directors' Meeting — <i>Wednesday</i>	12:00 noon	Association Office	February 22
YCEA Site Representative Meeting — <i>Tuesday</i>	12:00 noon	Association Office	February 28
YCEA MEMBERSHIP Meeting — <i>Tuesday</i>	5:30 p.m.	Yuba County One-Stop	March 7



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

A new look  
at  
[sycea.org](http://sycea.org)

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

## NEW MEMBERS



### Yuba County

**Taylor Anderson**  
Community Development Building

**Catherine Atkinson**  
Administrative Srvs.-IT

**Eduardo Bergado**  
Sheriff's Dept.-Jail

**Danny R. Burns**  
Community Development Building

**Leslie Golden**  
Social Services CPS

**Catherine Hageman**  
Probation Dept.—JH

**Suzanne M. Johnson**  
Child Support Services

**Jennifer Keterman**  
Social Services

**Kerri Madill**  
Community Development Building

**Kim Moore**  
Social Services CPS

**Charles Phillips**  
Social Services

**Kristin Rapp**  
Child Support Services

**John Sheen**  
Probation Department

**Veronica Villalobos**  
Health Department

**Vertis Wheeler**  
Administrative Services

**Susan Wigley**  
Probation Dept.—JH

### Sutter County

**Michael Dragoo**  
Public Works BM

**Marlene Roark**  
Social Services

**Brandy L. Young**  
Human Services-  
Social Services

Thank you for your membership.....