



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

News Update



OCTOBER 2011
VOLUME XXVI, ISSUE XI

SELECTION OF TREATING PHYSICIAN

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.

If you have sustained a work related injury or illness, you will receive medical treatment from a County-designated medical provider unless you have pre-designated a private physician.

Please see quotes from your Rules Governing Compensation, Benefits, & Working Conditions below:

Sutter County

Article XX Selection of Treating Physician

County and Association agree to amend Section 27.0, On-The-Job Injury, Workers' Compensation, Subsection 27.3, Selection of Treating Physician, of the Rules Governing Employee Compensation, Benefits and Working Conditions, to read as follows:

27.3 Selection of Treating Physician

A. Employee's Choice of Physician

An employee may seek medical care for a work related illness or injury

from the physician of his/her choice, if such physician has been pre-designated pursuant to the Labor Code. Time missed from work to seek initial medical care or necessary follow-up care shall be charged to the employee's appropriate leave balance, or unpaid status if appropriate leave balances are not available. To the extent that temporary disability indemnity is paid for any time off work to seek initial or follow-up medical care, it shall be

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UNPAID MEDICAL ENTITLEMENT LEAVES—PART TWO (PDL, FMLA, CFRA)

BY BUSINESS AGENT MARIE CLARK

This is a follow-up to last month's article on unpaid medical entitlement leaves. I would like to correct one of the sentences in the last article which should have

read 'Time taken for pregnancy disability leave under the California Pregnancy Disability Leave Act (PDL) does not count as part of the allowable time employees

may take for other types of family leave under the California Family Rights Act (CFRA), with limited exception'.

(Continued on page 2)

CITY OF COLUSA SERVICE AWARDS BY BUSINESS AGENT MARIE CLARK

A service awards presentation was held at the October 18, City Council Meeting. Toni Benson, who was recently promoted into the confidential unit, received a 15 year service award and a \$50 gift certificate to Tommy's Market Street Grill.

Lani Baker, received a 5 year service award and a \$50 gift certificate to Rite Aid.

Pictured from left to right is previous CCEA member, Toni Benson; Colusa City Mayor Tom Reische; and CCEA member, Lani Baker.

Congratulations!



UNPAID MEDICAL ENTITLEMENT LEAVES - PART TWO (PDL, FMLA, CFRA)

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Female employees who work for an employer with more than five employees are entitled to a reasonable period of leave, up to four months (17 weeks and 3 days), if they are actually disabled due to pregnancy, childbirth, or related medical conditions. The Family Medical Leave Act (FMLA) which provides up to twelve weeks and PDL run concurrently, but an employee may have five additional weeks for PDL once the FMLA entitlement is exhausted.

The maximum possible combined leave entitlement for both pregnancy disability

leave (under FMLA and PDL-Government Code section 12945, subdivision (b)(2)) and CFRA leave for reason of the birth of the child is four months and 12 workweeks. This assumes that the employee is disabled by pregnancy, childbirth or related medical conditions for four months and then requests, and is eligible for, a 12-week CFRA leave for reason of the birth of a child and baby bonding time.

In most cases the employer pays the employer's share of cost on health insurance if the employee remains in a paid status. **An**

employee may be on paid status due to having sick time or other leave time on the books, this could also be leave time donated from a catastrophic leave pool. The employer will pay for the employer's share of cost of health benefits for the initial twelve weeks during FMLA even if the employee has no paid leave time on the books, but past the time of these initial twelve weeks, the employee will be responsible for all insurance costs.

It is important to work with your employer's Benefit's Manager to see what is available to you and to see when you may run out of paid status.

S/YCEA Sponsors -

Member Discounts listed at www.sycea.org/discount.htm

- AAA
- Bounce Central
- Casa Carlos
- Consumer Credit Counseling
- D Street Salon
- Diamond Palace
- El Zarape Restaurant
- KLOTZ Mobile Detail
- L & L Monuments
- Manual's Smog & Auto Repair
- Muffler Masters
- Pelton's Party Rental
- Richard's Tree Service
- Riverside Pharmacy
- Shadd Janitorial Supply
- The Cookie Tree
- The Country Florist

SELECTION OF TREATING PHYSICIAN

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integrated with leave pursuant to subsection 27.2, A, 3.

Yuba County

ARTICLE SEVENTEEN

Section 17.06 Medical Examination/Reports (Second paragraph)

Any employee injured on the job or who believes that he/she has sustained a job related injury or illness, regardless of whether he/she has lost time from the job, shall receive initial medical treatment from a County-designated medical provider, unless, prior to the injury, the employee has submitted to the Personnel Office a signed statement that he/she



desires treatment from his/her private physician, in accordance with California Labor Code Section 4600. Said treatment, to the extent necessary shall continue at a County-designated medical provider for the first thirty (30) days following the date the injury was reported,

unless the employee has made a personal physician designation pursuant to Labor Code 4600.

Reported by Anna Anderson, S/YCEA Office Manager



If you have HMO coverage, check with your primary physician to determine the proper physician designation.

AAA Membership Benefit

Call or go to a AAA (at any office handling membership services) and receive \$17 off enrollment if you give them "Source Code M2009".

1. Get a Quote
Receive a **FREE** emergency mini-light.



FREE with an auto quote

2. Buy a Policy
Receive a **FREE** super flashlight.



FREE with an auto policy

AAA Marysville
1205 D Street
530-634-7880

Call for a Quote today!

Limited-time offer, restrictions apply.
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S/YCEA Local #1

NOVEMBER 2011—CALENDAR

S/YCEA, Local #1

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Yuba City, CA 95991

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Local #1 History, Benefits, Know Your Rights, News Update Archives, Board of Director Lists, Calendar of Events, Discounts and more at:

www.sycea.org

SCEA Site Rep Meeting *Thurs* — NOON November 3
Association Office - SCEA Site Reps attend

YCEA Site Rep Meeting *Tues* — NOON November 8
Association Office - YCEA Site Reps attend

VETERANS DAY *Friday* November 11
Association Office will be closed.

Local #1 Board of Directors Mtg. *Tues* November 15
Union Hall Martinez 7:30 p.m.- Local #1 Board attends

SCEA Board Meeting *Mon* — NOON November 21
Association Office - SCEA Board members attend

YCEA Board Meeting *Wed* — NOON November 23
Association Office - YCEA Board members attend

THANKSGIVING HOLIDAY *Thurs & Fri* November 24 & 25
Association Office will be closed.

PAUL & DEIRDRE KATZ SCHOLARSHIP AWARDS WINNER

REPORTED BY ANNA ANDERSON, S/YCEA OFFICE MANAGER

Last month we honored Peter Jensen for his scholarship award. We would like to honor Jaskaran Khela for his community service and congratulate him on winning the award.

“Hi, my name is Jaskaran Khela and I have participated in a lot of community service projects. One of the projects I have participated in is Mexico Outreach. Also, I spent this summer volunteering at our communities elderly care facility. I currently volunteer at our school's health center.



My community service means a great deal to me because it not only allows me to give back to my community but it teaches me

many valuable lessons that will aid me all through my life.

I am a Biology major at the University of Nevada, Reno and plan on pursuing Medicine after I graduate.”

Jaskaran is the son of Kulwant Khela from the Sutter County Health Department, WIC Division and Ramandeep Khela.

Congratulations Jaskaran!