



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

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November 2009

News Update



YCEA President Not Seeking Reelection

By YCEA President Ryan McNally

It's time for elections again and as many of you already know, I have decided not to pursue re-election as your YCEA President. Two years ago, when nominated for the position, I eagerly accepted to run based on among other things, the amount of time I could readily dedicate to the responsibilities at hand. However, today is a different story and time has become increasingly valuable for me and my

family, especially with the addition of my son who was born late last year. In addition to being a new parent, I have come to another crossroad and determined that it is now or never when it comes to finally finishing my education. Unfortunately, these factors will only detract from the duties as President, and the organization deserves to have a more focused mind in what will certainly prove

to be a difficult time ahead. In the past two years it has been an honor serving you through what has been an arduous time for our County. Despite contrasting opinions here and there, you have solidified my faith that although everyone holds their own ideals, we still tend to band together for a greater good at the end of the day. This provides me, a fellow member, a great

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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.

Yuba County Vacation Leave

By Marie Clark, S/YCEA Business Agent

Since the end of the year is just around the corner, we wanted to remind you that any Yuba County employee may convert vacation to Deferred Compensation once a year under the following conditions.

A. The employee may convert any amount of vacation they have accrued which is in excess of 80 hours, up to the maximum allowed under the 457 Deferred Compensation program for that year. (e.g. If the

employee has 120 hours accrued, they may convert 40 hours if it does not go over the maximum allowed by the Deferred Compensation program.)

- B. The conversion will be made at the rate of pay the employee is receiving at the time of conversion.
- C. **Conversion may be made only during the month of December of each year.**

Other important facts to

remember regarding your vacation is that the Department Head shall determine the period when accrued vacation time may be taken by each employee consistent with the requirements of the department. Denial of an employee's request for use of vacation leave or compensated time off must be based on business necessity. In other words, management cannot deny your vacation without a

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SCEA Membership Approves Salary Deferral

By Gary Stucky, S/YCEA Executive Director



SCEA
Executive Officers

Kurt Schoenwald
President

Ben Harper
Vice President

Lorie Thomas
Secretary/Treasurer

Directors

Michael Berry
Agriculture Department

Vacant
Animal Control (at large)

Pete Jensen
Assessor's Office

Vacant
Community Services

Terry Barber
Child Support Services

Tod Littlefield
Facility Management

Alice Williams-Root
Health Department

Cyndi McClellan
Housing Authority

Judy Chiaroni
Library (at large)

Robert Ahu
Mental Health

Ginny Tolliver
Office of Revenue Collection

Ray Hogan
Public Works

Verena Garvin
Social Services Department

Audrey Goodnight
Superior Court

Maria Carmona
Superior Court (Alternate)

After meeting with the County over the course of several months, the SCEA Local #1 Board of Directors unanimously approved a tentative agreement to defer the salary increase scheduled for December 2009 and unanimously recommended that the membership support the deferral. Over the course of two days of voting, including two membership meetings, 217 of 535 members voted.

117 voted for deferral and approval of the tentative agreement and 98 voted against the recommendation.

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The tentative agreement provides that the same Consumer Price Index for

October 2009 be used to determine the salary increase, which will now be implemented in December 2010 rather than December 2009. The Consumer Price Index used for this purpose has been running below 1% so it is anticipated that the minimum 3% guaranteed by the initial contract will be the amount implemented in 2010.

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YCEA President Not Seeking Reelection

By Ryan McNally

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deal of pride and optimism when looking toward the future regardless of the challenges to come our way.

To sum it up, although I will continue to serve as the Past President in a "leadership" capacity, I think it is critical for you to remember that it is never the "leadership" who steers this group, but always you, the membership. For the

success of this organization, I challenge each of you to take charge, be involved and always reject complacency.

Information Added by Staff

Candidates for the YCEA President's seat are David Collins, Child Support Services and Robin Timoszyk, Social Services 1 Stop.

Candidates for the Treasurer's seat are incumbent Dennis Moseley from Information Technology; Jeanette "Bunny"

Elkins, Social Services; and Melinda Mangum, Child Support Services.

Candidate statements are due in the office on Friday, November 6. When we receive the candidates' statements, the Association will compile an election bulletin and a ballot that will be distributed in the workplace with a self-addressed, stamped envelope.

Please make an effort to vote for your leadership!



Salary Deferral

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As a concession to the membership's support to defer a salary increase this year, the County agreed to cover 100% of any premium increase to the base health insurance plan for the duration of the extended agreement, which will be through calendar year 2011. Employees who have opted for the more expensive health insurance plans will be able to apply this dollar amount toward the plan of their choice.

The agreement also memorializes the parties commitment to use regional jurisdictions for the purpose of salary surveys rather than the traditional 10 counties that Sutter County has used in the past. The agreement also corrects an inequity pertaining to the County's

Pay for Service with Distinction Program so that eligibility is not adversely affected due to promotions or reclassifications resulting in a salary increase. The agreement further provides a means for which the Option 2 Death Benefit can be implemented for Safety category employees represented by SCEA Local #1, if costs are as projected.

Most important, the agreement provides that if the County implements a salary increase, benefit, or compensation intended to be in lieu of a general salary increase for any other County employee, employees represented by SCEA Local #1 will receive their scheduled salary increase effective the same date.

Yuba County Vacation Leave

Marie Clark, S/YCEA Business Agent

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good reason, nor can they state that you can only take a day off at a time instead of two weeks off at a time. Or in the reverse, they cannot state you must take at least a week off at a time instead of a day off at a time. Management must prove a business necessity to deny vacation requests. Also, please

remember that if an employee has exceeded the maximum accrual by the end of the fiscal year, the Department Head may schedule the vacation to the extent necessary to insure the



Heroes
By Jared Jenkins

In war, there are lives risked
and lives taken
Men and women giving their
best to defend what they love
They defend their country
Their honor
Their people

Some call them soldiers
Others call them heroes

Our veterans have risked
their lives for us
They have lived through hell
and fought with honor
Many have killed
And regret doing so

For every life, there is a soul
For every soul, there is a life
For those who have died, we
show great appreciation and
remembrance
For those who live, along with
them live the horrific memories
of battle
Some, memories of defeat
Some, memories of victory

Our veterans were more than
soldiers
They were, and still are heroes

employee does not exceed maximum accrual. Otherwise, you shall be paid for that amount of excess leave at the employee's current rate of pay. Vacation leave is important for all employees, take this time away from work to rest and relax. Should you have questions on vacation leave, please contact the Union.

YCEA
Board

YCEA
Executive Officers

Ryan McNally
President

Ramona Mallonee
Vice President

Carol Witherow
Secretary

Dennis Moseley
Treasurer

Robin Timoszyk
Past President

Directors

Tracy Hutchinson
Professional Unit

Alex Hadley (Alternate)
Professional Unit

Traci Rongey
Supervisory Unit

Linda White (Alternate)
Supervisory Unit

Denise Hamon
Technical Unit

Vacant (Alternate)
Technical Unit

Vacant
Court Unit

Vacant (Alternate)
Court Unit

Alicia Phillips
Clerical/Office Unit

Stephanie Smith
Clerical/Office Unit (Alternate)

George Boyd
Crafts/Maintenance Unit

John Houston (Alternate)
Crafts/Maintenance Unit



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

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Yuba City, CA 95991

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WE'RE ON THE WEB!
WWW.SYCEA.ORG

IF YOU HAVEN'T BEEN GETTING YOUR MAIL AT THE RIGHT DEPARTMENT OR SOMETHING HAS FRUSTRATED YOU ABOUT OUR SERVICE, PLEASE LET US KNOW SO WE CAN TRY TO FIX THE PROBLEM BEFORE YOU BECOME ANGRY WITH US. WE ARE ONLY A PHONE CALL, FAX, OR EMAIL AWAY. Anna Anderson, Office Manager (530) 674-0185

Calendar of Events

SCEA Site Rep Meeting *Thurs* — **NOON** November 5

Association Office - SCEA Site Reps Attend

Veterans Day *Wednesday* November 11

YCEA Membership Meeting *Thurs* — November 12

Government Center, Room 2 - 5:15 PM YCEA Membership Attends

SCEA Board Meeting *Wed* — **NOON** November 18

Association Office - SCEA Board Members Attend

Local #1 Board of Directors Mtg. *Tues* November 17

Local #1 Office (Martinez) 7:30 p.m. - Local #1 Board Attend

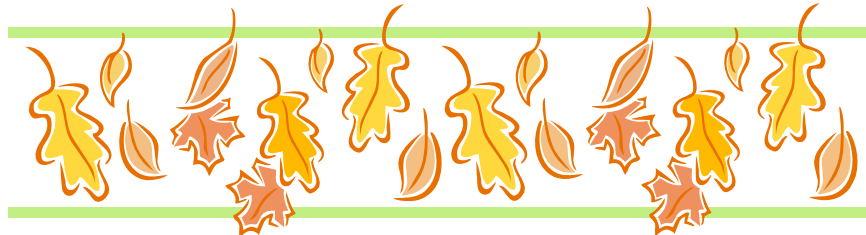
YCEA Board Meeting — **DATE TO BE DETERMINED**

Association Office - YCEA Board Members Attend

Thanksgiving *Thursday* November 26

Thanksgiving History

Although half of the pilgrims who arrived on the Mayflower died; many more would have had it not been for the native Americans teaching the pilgrims to harvest foods. The first Thanksgiving feast lasted three whole days providing enough food for 53 pilgrims and 90 Indians. The traditional Thanksgiving menu consists of turkey, pumpkin pie, stuffing, sweet potatoes, and so on. We may eat these foods on modern day Thanksgiving, but the first feast did not consist of these items. On the first feast turkey was any type of fowl that the pilgrims hunted. Pumpkin pie wasn't on the menu because there were no ovens for baking, but they did have boiled pumpkin. Cranberries weren't introduced at this time. Due to the diminishing supply of flour there was no bread of any kind. The foods included in the first feast included duck, geese, venison, fish, lobster, clams, swan, berries, dried fruit, pumpkin, squash, and many more vegetables.



Fundraisers for Marnell Diaz

By Robert Abu and Pam Evers

Mel Diaz is a long-time member at Mental Health Department in Sutter County. In February 2009 his wife, Marnell was unable to continue working due to her failing liver and is now on the Liver Transplant List at Stanford Hospital in Palo Alto. Marnell will need to go to the hospital when a match is found and the Diaz family does not know how much of the cost will not be covered by their health

insurance.

The National Transplant Assistant Fund has recommended that they get help via community fund raising events. We can use any help with ideas or at events and will be grateful to anyone willing to join us.

Please contact Junell Johnson at 530 635-3468 or email her at junellj2003@yahoo.com.

There will be a Tupperware Fundraiser that will donate 40% of the proceeds toward Marnell's expenses. To look at a catalog or place an order, please contact: Pam Evers, Mental Health, at 822-7200, Extension 2258 or her cell number at 315-1148. All orders and payments must be turned in by Friday, November 13, 2009. Checks are to be made out to Pam Evers.

Together we can make a difference!