



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

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October 2011

News Update



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Unpaid Medical Entitlement Leaves (PDL, FMLA, CFRA) *By Business Agent Marie Clark*

Pregnancy Disability Leave (PDL) is separate from Family Medical Leave Act (FMLA) or California Family Rights Act (CFRA). Employees are entitled to **PDL for job-protected and an unpaid leave for pregnancy-related disabilities.** Female employees are entitled to PDL if her employer has at least five employees. To qualify for PDL, there is no minimum

length of service the employee must work to be eligible. **Under California Law, pregnant women may have leave available to them under PDL if they are actually disabled because of pregnancy, childbirth, or health problems associated with pregnancy or childbirth, in addition to leave time to care for and bond with a newborn child under FMLA/**

CFRA. Conditions that pose a danger to the unborn child are considered health conditions that may give rise to the right to PDL. Leave time can include morning sickness or other problems due to a difficult pregnancy. The normal leave period for an expectant mother is four weeks of leave before delivery and six to eight weeks after delivery

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Budget Adopted Without Layoffs

By Gary Stucky, Executive Director

A few months ago, Yuba County asked the YCEA membership to approve paying more of the health insurance premium. At the time, premium increases were projected at 10% and it was believed that further layoffs would be necessary if the membership did not agree to assume a greater share of the premium cost. The YCEA membership did not approve the County's request.

On September 20, the Yuba County Board of Supervisors approved the final budget for fiscal year 2011-2012, without additional layoffs. The County was able to adopt their budget without affecting current personnel, because the health insurance premium increase set by the CalPERS Board of Administration for the base plan was only 1.8%. Additionally, the year-end balance of the general fund

was higher than anticipated. While the County has adopted their final budget, doing so does not guarantee the County's financial security during the remainder of this fiscal year. The State's budget is still precariously balanced and projected revenues and expenditures in the County's budget may prove to be inaccurate. The uncertainty of our current economy requires

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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.

SCEA Board

SCEA Board

President
Ray Hogan

Vice President
Verena Garvin

Secretary/Treasurer
Lorie Thomas

Directors

Agriculture
Michael Berry

Assessor's Office
Pete Jensen

Auditor/Clerk/Treasurer
Ginny Tolliver

Child Support Services
(Vacant)

Comm Service/Planning
Kevin Yount

DA/Sheriff (Food Service)
Clint Curry

Health Department
Joyce Pope
Shelli Petty

Housing Authority
John Guanzon

Mental Health
Robert Ahu
Don Abel (Alternate)

Public Works
Tod Littlefield

Social Services
(Vacant)

Superior Court
Audrey Goodnight
Maria Carmona (Alternate)

Budget Adopted Without Layoffs

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more conservative and prudent fiscal policies to ensure that resources are not squandered.

Accordingly, YCEA has recommended that the Yuba County Board of Supervisors consider the following:

- Direct that all discretionary spending be scrutinized closely and reduce or eliminate such spending wherever possible. Additionally, place tighter controls on the expenditure of discretionary funds, especially over a certain dollar amount.
- Direct that a cost-benefit analysis study be conducted to determine if management car allowances are justifiable in all cases and that they are a prudent expenditure of public funds. Eliminate car allowances that do not provide a direct benefit to the public.
- Direct that contracts entered into in the future between management employees and the County not contain severance package arrangements that provide for payment of unearned salary and benefits.
- Direct that a report be produced for the Board's

and the public's review to determine whether overtime is being authorized appropriately and as necessary to ensure service to the public.

- Direct that a cost-benefit analysis study be conducted to determine if it has been cost effective and will continue to be cost effective in the future to outsource the County's pooled vehicle program under the current arrangement or whether other alternatives should be considered, including handling this work in-house.

Unpaid Medical Entitlement Leaves

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with an additional two weeks if a C-section is done. Additional time may be given if the doctor recommends this.

Under PDL an employee is entitled to a reasonable time of leave, up to four months if they are actually disabled due to pregnancy, childbirth, or related conditions. This leave time can be taken intermittently. California law also requires an employer to provide reasonable accommodation, in the form of break time for a nursing mother to express breast milk at a private place at work (other than a toilet stall) and in close

proximity to the employee's work area.

Leave time taken for PDL does not count as part of the allowable time employees may take for other types of family leave under FMLA/CFRA. When the employee returns to work, her employer must offer her the same reinstatement rights as it offers other employees returning from a disability leave of similar length.

FMLA and CFRA provide up to twelve weeks a year of job-protected unpaid leave for certain employees under certain conditions. Employees of private businesses, non-profits, and state and local public agencies in California are

governed by California Law. This law must provide, at a minimum, the protections guaranteed by federal FMLA, and may go further and provide additional rights. Federal employees are governed by the FMLA, not by California law. **To qualify for FMLA or CFRA leave an employee must have a serious health condition or care for a family member with a serious health condition and may be used for bonding with a child or foster child. Additionally, the employee must have worked for at least one**

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Local One Election

Reported by Anna Anderson

The Local One Election Committee reported that the 2011 election for Local One General Officers has been completed and no official election was conducted as there were no contested offices. The following nominated candidates are hereto elected to their respective offices for the 2011-13 term as read into the minutes on August 2, 2011 at the General Membership meeting in Contra Costa County.



- President
David Rolley
- 1st Vice President
James Starr
- 2nd Vice President
Tom Shirley
- Treasurer
Lynda Middleton
- Secretary
Rosalie Bayliss
- Sergeant-at-Arms
Bruce Valentine

Congratulations!

Health Benefits Open Enrollment

The 2011 CalPERS Health Benefits Open Enrollment period begins October 10 and ends November 4, 2011.

Active employees enrolled in a CalPERS health plan prior to July 1, 2011, should have received an Open Enrollment packet.

- Enroll in the CalPERS program
- Change health plans
- Add eligible family members to your plan

Use a digital publication and **go green** at www.calpers.ca.gov.

Unpaid Medical Entitlement Leaves

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year, and for 1,250 hours over the previous 12 months. PDL, FMLA, and CFRA, are unpaid leave. However, there are ways that an employee can get paid during this leave. The law allows the employer to require the use of sick leave if FLMA/CFRA is used for your own serious health condition. **If you exhaust sick leave you may still use CTO, personal leave, annual leave, or vacation leave for compensation. This would depend on your contract or MOU.** You may choose to use FMLA/CFRA to care for a family member. Paid sick leave may be used, but only a

certain amount of hours are permissible.

If an employee pays into California State Disability Insurance (SDI), they can receive up to six weeks of Paid Family Leave Insurance benefits from SDI when they take leave for family leave purposes, including bonding with a newborn. Under certain situations, an employee may choose, or may be required by the employer to use earned paid time off during unpaid family leave. This leave may be vacation, personal leave, sick leave or other accrued leave time. The accrued leave time may be

implemented with SDI so that the employee receives close to a full salary.

Leave entitlement is according to State and Federal laws. In addition to the above mentioned leaves, your contract or the employer rules may provide for other unpaid leaves, but these are not entitlements and require approval of the employer. It is suggested that you check with the Benefits Manager of your place of employment to make sure you are receiving all the benefits that you are entitled to or contact the Union for further questions.

YCEA Board

YCEA Board

- President**
Robin Timoszyk
- Vice President**
Ramona Mallonee
- Secretary**
Melinda Mangum
- Treasurer**
Bunny Elkins
- Past President**
Ryan McNally
- Directors**
- Professional Unit**
Tracy Hutchinson-Probation
Alex Hadley (Alternate)-Health
- Supervisory Unit**
Linda White-Employment Services
- Technical Unit**
Denise Hamon-SIU
Norma Stone (A)-SIU
- Court Unit**
Vacant
- Clerical/Office Unit**
Alicia Phillips-Social Services
Steph Smith (A) - Employ Srvs
- Maintenance/Service Unit**
George Boyd-Building & Grounds
John Houston (A)-Bld/Grounds

YCEA Board

- President**
Glen Sturdevant
- Vice President**
Walter Sweeney
- Secretary**
Christa Drawver
- Treasurer**
Lani Baker
- Director**
Lani Baker
- Director**
Alan Campbell



Calendar of Events

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

S C E A
Membership
Appreciation is
planned for Thursday,
March 22, 2012 at the
Veteran's Memorial
Community Building
next to the Sutter
County Health
Department.

*We hope you will put
it on your calendar
and plan to attend!*

S/YCEA, Local #1
718 Bridge Street, Suite A
Yuba City, CA 95991

Phone: 530 674-0185
Fax: 530 674-0477
Email: Local1@sycea.org



SCEA Site Rep Meeting Thurs — NOON October 6
Association Office - SCEA Site Reps Attend

SCEA Board Meeting Mon — NOON October 17
Association Office - SCEA Board Members Attend

YCEA Site Rep/Membership Meeting Tues October 18
Packard Bldg Bok Kai-Gold Fields Rooms - 11:30 a.m. to 1:30 p.m.

Local #1 Board of Directors Mtg. Tues October 18
Local #1 Office (Sacramento) 7:30 p.m. - Local #1 Board Attend

YCEA Board Meeting Wed — NOON October 26
Association Office - YCEA Board Members Attend

WE ARE ON THE WEB!
WWW.SYCEA.ORG

Paul & Deirdre Katz Scholarship Awards Ceremony

Reported by Anna Anderson, S/YCEA Office Manager

Local #1 received 20 applicants and there were nine scholarships awarded for \$500 each. The Scholarship Committee was comprised of Carrie Bledsoe, Dana Dennison, Elaine Swenson, Suzanne Davis, and Willie Swenson. The Awards Ceremony was held on Tuesday, September 20, 2011, at the Local One Board meeting in Martinez.

Willie Swenson and Assemblywoman Susan Bonilla presented the awards to the recipients:

Local One in Martinez

Juliann Leiva – CCCOE

Maiken Jorgensen - MDUSD

Olivia Rivett – MDUSD

Britney Taglieri – Solano Irrigation District

Robert Villasenor – MDUSD

Sutter/Yuba Office

Peter Jensen – SCEA

Jaskaran Khela – SCEA

Butte County Office

Neil Maynes – BCEA

Sacramento Office

Michael Martinez – UPE

Next month we will highlight scholarship winner, Jaskaran Khela, the son of Kulwant Khela who works at the Health Department in Sutter County.

We want to congratulate the winners on their award and for their community service.



Peter Jensen—I serve in various community activities in addition to Habitat for Humanity. Most Sundays over the last few years I've volunteered babysitting at a local church. I dedicated the summer of 2010 to teaching tennis to kids four days a week. Also, my family and I spent Thanksgiving 2010 feeding the homeless at a local shelter.

My community service experience is very beneficial. Comforting, restoring and inspiring hope in others are at the core of community service.

I plan on pursuing a career in communications. I am attending Olivet Nazarene in Illinois and I am on the school tennis team with a partial athletic scholarship

Peter is the son of Pete Jensen, Sutter County Assessor's Office and wife, Glynis.