

LOCAL 1

The NorthState Public Employee

Affiliated with Public Employees Union, Local 1
Serving BCEA Members in Butte County

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Local #1 represents public employees, is independent, and is run by the

BCEA Joins the Coalition to protect our Children

by Rudy Jenkins

The BCEA Board of Directors took action at their last meeting on March 22 to join a coalition of union counties, individuals and community based organizations to restore the child welfare cuts enacted by the Governor last year.

These cuts totaled 120 million from services to abused and neglected children which would mean dire consequences for these children. It slashes funding for nearly 400 child welfare social workers who are on the front lines of providing services to vulnerable children and families. It shreds the safety net and increases worker caseloads, leaving local agencies struggling to staff their child abuse hotlines and investigate allegations of child abuse. It severely curtails efforts to prevent the removal of children from their homes and work with families to safely reunify children or otherwise help children find permanent, loving homes. And it abandons foster youth as they "age out" of the foster care system.

Ultimately, this cut will cost California

taxpayers far more due to greater reliance on services throughout these children's lives and into adulthood. Importantly, in cutting the program, the State is abandoning the very children it is responsible for protecting. BCEA, Local one is pleased to be part of this coalition to restore these cuts.

SOME LABOR UNION BACKGROUND

by Carole Kloss

I know I have written about this before, but we do have new members and some new employees who may not know how the union works. So I thought now is a good time to send the information again.

In 1935, Congress passed the National Labor Relations Act (NLRA) to "encourage a healthy relationship between private-sector workers and their employers." Prior to the NLRA, employers were not required by law to recognize a union or to bargain in good faith. By establishing employees' basic rights to join unions and engage in collective bargaining, Congress hoped to reduce work stoppages, strikes and other conflicts between labor and management that had all too often resulted in violence. The act also created the National Labor Relations Board (NLRB) as the organization to enforce the NLRA.

The NLRA accomplished three significant objectives:

1. Allowed workers to have elections to decide if they want to be represented

2. Established laws protecting employees from discrimination based on union- or group-related activity

3. Created the NLRB as an administrative organization to enforce the law

Perhaps most importantly, the NLRA allowed unions to represent employees under the law. The act's text states that it covers employees whose employers are involved in interstate commerce, but this is a broad definition, one that is easily applied. The act also outlined the basic rights for workers, something many had been lobbying about for decades. In addition to the right to union representation and participation, the NLRA allowed employees to engage in collective bargaining and protected concerted activities -- with or without a union -- that attempt to improve working conditions. The NLRA also granted employees the right to choose not to take part in any of those activities, hopefully preventing unions or employers from exerting undue pressure on employees.

Some workers are specifically excluded from the protections of the NLRA:

- Agricultural laborers
- Domestic service workers
- People employed by a parent or spouse
- Independent contractors
- Supervisors (supervisors who have been discriminated against for refusing to violate the NLRA may be covered)
- Railroad and airline employees
- Federal, state and local government employees

LABOR BACKGROUND cont'd on page 3

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BCEA DIRECTORY

2210 5th Avenue
 Oroville, CA 95965
 Phone: (530) 533-8003 or (800) 991-2232
 Fax: (530) 533-7983
 E-mail: bcea-gcea@onemain.com
 Website: www.bcealocal1.org
 8:00 a.m. - 1:00 p.m. & 1:30 p.m.- 4:30 p.m.

Staff

Executive Director Rudy Jenkins
 Office Manager Eloise Herman

BCEA Officers and Directors

Jim Pulling, President 538-6608
 Les Rodrigues, Vice President 538-7954
 Leslie Roberts, Secretary 538-7282
 Gary Jenkins, Sergeant-at-Arms 538-7606
 Jennifer Honea, Treasurer 538-7321
 Linda Madison, Director 872-6328
 Beth Standley, Director 538-5135
 Pat Stevens, Director 538-6222

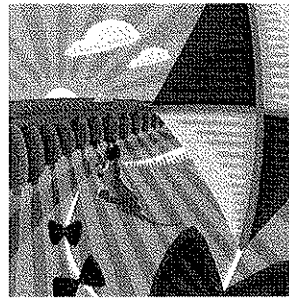
BCEA Stewards

Chief Shop Steward-

Jim Pulling, Treasurer 538-6608
 Kelley Albright, Chico Behavioral Hlth 891-2999
 Doug Arnold, Public Works 538-7157
 Brett Cambra, Gridley Public Works 538-7606
 Carri Roberson, Child Sup. Ser. 538-6978
 Stephanie Eveatt, Child Sup. Ser. 538-7414
 Christine Foreman, Chico DESS 879-3479
 H. Leon Frazier, Behavioral Hlth. 538-5216
 Gregory 'Randy' Frieze, Probation 879-3960
 Rick Haynes, Behavioral Hlth. 538-6930
 Jennifer Honea, Sheriff 538-7321
 Gary Jenkins, Public Works 538-7606
 Linda Madison, Paradise Beh Hlth 872-6328
 Jesse Magana, Chico Public Works 891-2769
 Brent McGurie, Chico Beh Hlth 891-2997
 Les Rodrigues, Behavioral Hlth. 538-2158
 Patricia Sanchez, Public Hlth 532-5696
 Robin Seligman, Child Sup. Serv. 538-6232
 Beth Standley, DESS 538-5135
 Pat Stevens, Public Hlth. 538-6222
 Tracy Snyder, Public Hlth 532-5696
 Mark Wietersen, Neal Rd. Landfill 345-2326



Welcome New BCEA Members



Pamela Chambers District Attorney
Mellissa Derder Behavioral Health
Elizabeth Heckathorn Public Health

Special Extra Earnings for Military Service

By Bessie Slaton, Probation Dept.

The information that follows applies **only** to active duty service earnings from 1957 through 2001. Check with Social Security Administration link below to see how the special **extra** earnings are credited on your record.

<http://www.sa.gov/retire2/military.htm>

Complementary Notary Services provided by Eloise between the hours of 8:00 a.m. - 4:00 p.m. Monday through Friday. Please call for an appointment at 533-8003.

**BCEA Members in Need of
 Catastrophic Leave Donations at this time:**

Name	Department
Jodi Beller	DESS
Rhonda King	Behavioral Health
Cerita Penman	Assessor
Lacey Summers	Info Systems
Vang Thao	Behavioral Health
Margaret Van Hove	DESS
Erika Vlach	DESS

To donate vacation or compensatory time, complete the Catastrophic Leave Donation forms available from the BCEA office, our Directors, Stewards, Site Reps or website. www.bcealocal1.org

LABOR BACKGROUND cont'd from page 1

- Employees of any entity that does not fit the NLRA's definition of an employer
- Confidential employees

Labor Union Basics

A labor union is an organization of workers dedicated to protecting their interests and improving wages, hours and working conditions. Many different types of workers belong to unions: mechanics, teachers, factory workers, actors, police officers, airline pilots, janitors, doctors, writers and so forth. To form a bargaining unit -- a group who will be represented by a union in dealing with their employer -- a group of workers must be voluntarily recognized by their employer, or a majority of workers in a bargaining unit must vote for representation.

In general, it is legal for employers to try to persuade employees not to unionize. However, it is illegal for a company to attempt to prevent employees from unionizing by promises of violence, threats or other coercive action. It is also illegal for unions to use lies or threats of violence to intimidate employees into joining a union.

An employer is required by law to bargain in good faith with a union, although an employer is not required to agree to any particular terms. Once an agreement is reached through negotiations, a **collective bargaining agreement (MOU)** is signed. A MOU is a negotiated agreement between a labor union and an employer that sets terms of employment for members of that union and provisions for wages, hours, conditions, vacation, sick days, benefits, etc. After a MOU is signed, an employer can't change anything detailed in the agreement without the union representative's approval. The MOU lasts for a set period of time, and the union monitors the employer to make sure the employer abides by the contract. If a union believes an employer has breached the, the union can file a grievance, which may be ultimately resolved through a process known as **arbitration**.

Union members pay **dues** to cover the union's costs. Most unions have paid, full-time staff that helps to manage its operations. While the staff is paid by union

dues, members sometimes volunteer with the union. Some unions also create strikes funds that support workers in the event of a strike. Dues vary but many are around \$50 a month.

Benefits of Union Membership

Union members have the benefit of negotiating with their employer as a group. This basic right gives them much more power than if they were to negotiate individually. On average, union employees make 27 percent more than nonunion workers. Ninety-two percent of union workers have job-related health coverage versus 68 percent for nonunion workers. Union workers also have a great advantage over nonunion workers in securing guaranteed pensions.

Through their MOUs and the grievance and arbitration processes, unions help to protect their employees from unjust dismissal. Therefore, most union employees cannot be fired without "just cause," unlike many nonunion employees who are considered "at-will" employees and can be fired at any time and for almost any reason.

Another powerful union tool is the strike. As we mentioned earlier, a strike is when a group of workers stops working in protest to labor conditions or as a bargaining tool during negotiations between labor and management. There is significant debate about whether or not strikes are effective, but there may be circumstances where a strike is a necessary last resort for a union.

Get Out and Vote—yes!

Each year, the BCEA Political Action Committee conducts a Candidate's Night to find out more about our candidates. We want to know whether future candidates will work with the union to treat the county employees fairly when working on such issues as negotiations. This year the committee interviewed six candidates for Board of Supervisors District 2, District 3, and District Attorney on March 22. The committee reviewed all of the answers provided by the candidates and made the following recommendations for endorsement: Jane Dolan, District 2; Maureen Kirk, District 3; and Michael L. Ramsey for the District Attorney.

Relay for Life 2010

This year's 24 Hour Relay for Life for the American Cancer Society will be taking place the weekend of May 1 and 2 at Pleasant Valley High School in Chico. If you need more information about joining a team, or would like to sponsor a participant, please feel free to contact Susie Rees at 538-2551, Stephanie Brown at 538-6462 or Teresa West at 538-7445.

Amusement park discount tickets will be available for 2010 any day now. We do not have Disneyland tickets as of yet.



New BCEA Members from the Social Services Workers Unit



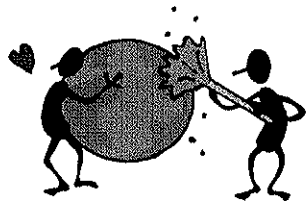
Welcome!

Stephanie Cobb, Michele Davis, Sonja Duerr, Krista Gallwitz, Monical Hill, Veronica Himes, Brian Igarashi, Debra Johnson, Rich Krueger, Jeanne Langell, Haley Ledbetter, Tammie Lusher, Damian Mrakuzic, Nicole Nava, Brianna Shirley, Athenia Smith, Denise Swanson, Jouly Thor, Somdad Vang, and Maria Zapata.

Thanks to all of the people who have joined in our endeavor to make us a stronger union. A special thanks for all of the members who have helped recruit new members.

doing it for
THE COMMUNITY
Volunteers Needed!

We are looking for participants to help with the next roadside clean up on Nelson road in Oroville tentatively Saturday April 17, at 9:00 a.m. to 11:30 a.m. with weather permitting. Complimentary meal served afterwards.



REMINDER: Please try and attend one of our Board of Directors meetings held every fourth Tuesday of the month at 6:00 P.M. They are usually at the Union Hall in Oroville (2210 5th Ave). Every third month we have them in Chico (Mountain Mike's Pizza, 1105 W 5th St & Walnut). Our Union aims to be visible to its members. Please come and introduce yourself to us, we will be happy to answer any questions or address your concerns. We look forward to seeing you there.



YOUR'RE NEEDED!

Answer the call to action . . . come join us and volunteer your time to help with the BCEA, Local 1 float. We are entering a float in the Gold Nugget Days parade on Saturday, April 24 in Paradise and the Feather Fiesta Days parade on Saturday, May 8, in Oroville.

For more information, contact Carole Kloss at 589-1832, Les Rodrigues at 538-7954, Jim Pulling at 538-6608 or Pat Stevens at 538-6222. Hope you can make it!!!



Thanks you Shop Stewards for your participation in the Leadership Training on Monday, March 22, 2010. We appreciate your dedication to excellence and the ideals you uphold. We couldn't do what we do without you!

La De Da

Shoes & Accessories



Offers Members 10% discount on all services.



1960 Bird Street
Oroville, CA 95965
530-533-2100
Erica & Wendy Campbell

sun	mon	tue	wed	thr	fri	sat
april 2010 				1	2 BCEA Scholarship Applications Due	3
4 Easter	5	6	7 Steward Trng Session 1 5:30 PM	8	9	10
11	12	13	14 Steward Trng Session 2 5:30 PM	15 Income Tax Day	16 BCEA Negotiation Surveys Due	17 Roadside Cleaning 9:00 AM Nelson Road Oroville
18	19	20 PEU, Local One BOD Mtg 7:30 PM Sacramento	21	22 Earth Day	23	24 Gold Nugget Parade 10:30:00 AM Paradise
25	26	27 BCEA, Local 1 BOD Mtg 6:00 PM Oroville	28	29	30	