

The NorthState Public Employee

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

LOCAL 1

Volume 20, Issue 3

April 2009

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

Weingarten Rights - Union Representation

by Rudy Jenkins

Your right to have union representation in a meeting with your supervisor in which you suspect might lead to discipline was won as a result of a Court decision in 1975. The decision was do to "make certain that the employer does not initiate or continue a practice of imposing punishment unjustly." *Weingarten*, 420 US 260-261

Recently a court decision modified these rights to include what happens if there is a possibility of criminal charges arising from the employees conduct. We have provide below the new revised know your rights information incorporating the aforementioned court decision.

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If your supervisor calls you into their office, these are your rights:

You have the right to know the purpose or subject of the meeting.

If the meeting involves your employment, or an evaluation that you think might lead to discipline, reprimand or dismissal, you have the right to union representation.

If a shop steward is assigned to your unit or work site, make him/her aware of your meeting with management.

If you believe the line of discussion is moving toward discipline, reprimand or dismissal, you have the right to union representation.

If the purpose of the meeting is investigatory and *could* lead to discipline and you *have* requested union representation, the employer *must* stop the meeting or reschedule it until a representative is present.

If you are asked questions about a possible misconduct that could lead to criminal charges against you, you have the right to remain silent unless your employer assures you that your statements will not be used against you in criminal proceedings.

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. However, do NOT refuse to attend the meeting. CONTACT your representative immediately.

Remember, you must demand your right to union representation.

Should you have any questions or need clarification please call BCEA, Local 1 at

533-8003.

Beware of the Two Supervisor Meeting

by Rudy Jenkins

While it is the prerogative of your supervisor to give you direction and expectations regarding your job without union representation, it does not take two supervisors. If you are called into a meeting and there are two supervisors, you can bet that the meeting is disciplinary and don't fall for the excuse that the one supervisor is just evaluating the other supervisor's performance, CALL THE UNION.

Helpers in the Workplace

On March 25 and April 1, a two-day Shop Steward Training was held at BCEA office. Supervising Business Agent Karen Anthony out of our Martinez office discussed the role of shop steward and the many duties and responsibilities that a shop steward has. Shop stewards are responsible for solving problems on the job, filing grievances, working to insure the safety of their members and providing communication between the employees, the union, and county representatives. Each of you who attended deserves a "Right On." We appreciate your dedication to excellence and the ideals you uphold.

Congratulations to newly seated Shop Stewards: Kelley Albright, Leon Frazier, and Beth Standley. Earlier in the year:

"Helpers" continued on page 3

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
Joe 'Ron' Hunt, Director	891-2756
Pat Stevens, Director	538-6222

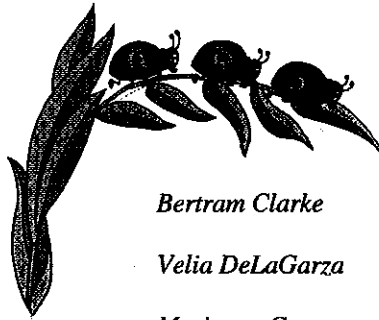
BCEA Stewards

Chief Shop Steward-

Jim Pulling , Treasurer	538-6608
Kelley Albright, Chico Beh Hlth	891-2999
Doug Arnold, Public Works	538-7157
Brett Cambra, Gridley Public Works	538-7606
Carrie Erickson, Child Sup. Serv.	538-7088
Stephanie Eveatt, Child Sup. Ser.	538-7414
Christine Foreman, Chico DESS	879-3479
H. Leon Frazier, Behavioral Hlth.	538-5216
Gregory 'Randy' Frieze, Probation	538-7265
Gerry Grandstaff, Chico Assessor	891-2934
Bill Grogan, Facilities Ser.	538-7408
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
Beth Standley, DESS	538-5135
Pat Stevens, Public Hlth.	538-6222
Tracy Snyder, Public Hlth	532-5696
Terri Weiss, Chico Behavioral Hlth	538-7707
Mark Wietersen, Neal Rd. Landfill	345-2326



Welcome New BCEA Members



<i>Bertram Clarke</i>	<i>Behavioral Health</i>
<i>Velia DeLaGarza</i>	<i>Child Support Services</i>
<i>Marianne Graves</i>	<i>Sheriff</i>
<i>Monica McGarr</i>	<i>Behavioral Health</i>
<i>Randall Smith</i>	<i>Child Support Services</i>



If you haven't already received a free BCEA pocket calendar, please contact a Shop Steward or give us a call.

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.



Watch for our BCEA Member Appreciation Days coming up in May. We want to show our appreciation for you hard working members by offering a hot dog lunch. One day Rudy and his son, Chris, will cook up dogs for the Oroville members and the next day another location for the Chico members. Look for a flyer announcing the event.

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

Name	Department
Kimberly Algea	DESS
Cheryl Peterson-Ditmanson	Clerk/Recorder
Keith Homes	DESS
Rosemary Mueck	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

About Unions

by Carole Kloss

This month I have a short story of Mother Jones an avid supporter of workers rights. Her life story is tragic, but after losing her family to the Chicago fire, she dedicated her life to the labor movement and protecting workers' rights and improving working conditions.

Mother Jones (1837-1930)

Typically clad in a black dress, her face framed by a lace collar and black hat, the barely five-foot tall Mother Jones was a fearless fighter for workers' rights—once labeled "the most dangerous woman in America" by a U.S. district attorney. Mary Harris "Mother" Jones rose to prominence as a fiery orator and fearless organizer for the Mine Workers during the first two decades of the 20th century. Her voice had great carrying power. Her energy and passion inspired men half her age into action and compelled their wives and daughters to join in the struggle. If that didn't work, she would embarrass men to action. "I have been in jail more than once and I expect to go again. If you are too cowardly to fight, I will fight," she told them.

Mother Jones' organizing methods were unique for her time. She welcomed African American workers and involved women and children in strikes. She organized miners' wives into teams armed with mops and brooms to guard the mines against scabs. She staged parades with children carrying signs that read, "We Want to Go to School and Not to the Mines."

A Mother to Millions of Working Men and Women

In June 1897, after Mary addressed the railway union convention, she began to be referred to as "Mother" by the men of the union. The name stuck. That summer, when the 9,000-member Mine Workers called a nationwide strike of bituminous (soft coal) miners and tens of thousands of miners laid down their tools, Mary arrived in Pittsburgh to assist them. She became "Mother Jones" to millions of working men and women across the country for her efforts on be-

half of the miners.

Mother Jones was so effective the Mine Workers sent her into the coalfields to sign up miners with the union. She agitated in the anthracite fields of eastern Pennsylvania, the company towns of West Virginia and the harsh coal camps of Colorado. Nearly anywhere coal miners, textile workers or steelworkers were fighting to organize a union, Mother Jones was there. She was banished from more towns and was held incommunicado in more jails in more states than any other union leader of the time. In 1912, she was even charged with a capital offense by a military tribunal in West Virginia and held under house arrest for weeks until popular outrage and national attention forced the governor to release her.

Mother Jones was deeply affected by the "machine-gun massacre" in Ludlow, Colo., when National Guardsmen raided a tent colony of striking miners and their families, killing 20 people—mostly women and children. She traveled across the country, telling the story, and testified before the U.S. Congress. In addition to miners, Mother Jones also was very concerned about child workers. During a silk strike in Philadelphia, 100,000 workers—including 16,000 children—left their jobs over a demand that their workweek be cut from 60 to 55 hours. To attract attention to the cause of abolishing child labor, in 1903, she led a children's march of 100 children from the textile mills of Philadelphia to New York City "to show the New York millionaires our grievances." She led the children all the way to President Theodore Roosevelt's Long Island home.

In her 80s, Mother Jones settled down near Washington, D.C., in 1921 but continued to travel across the country. In 1924, although unable to hold a pen between her fingers, she made her last strike appearance in Chicago in support of striking dressmakers, hundreds of whom were arrested and black-listed during their ill-fated four month-long struggle. She died at the age of 94 in Silver Spring, Md., and was buried in the Union Miners Cemetery in Mount Olive, Ill.

"Helpers" continued from page 1

Linda Madison and Terri Weiss. Last spring: Brett Cambra, Brent McGuire and Tracy Snyder. We thank all of the shop stewards for their service for giving back and improving workplace conditions.

Eloise Herman

YOU'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 Feather Fiesta Days parade on Saturday, May 9, in Oroville. The City of Oroville celebrates its history with a week long celebration (May 2 - 9) of such events as parade, car show, chili cook-off, craft fair, music festival, and more.



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!!!

Eloise Herman

Relay for Life 2009 — Team BC. Fight Back against Cancer!

This year's 24 Hour Relay for Life for the American Cancer Society will be taking place the weekend of April 25-26 at Pleasant Valley High School in Chico.



If you are interested in joining a team or would like to sponsor a participant, please feel free to contact Susie Rees at 538-2551 or Stephanie Brown at 538-6462 for more information. Remember, there's no finish line until we find a cure.

Tax Time Humor

* There was a time when \$500.00 was the down-payment on a car. Now it's the sales tax.

* You really can't beat the game. If you earn anything, it's minus taxes. If you buy anything, it's plus taxes.

doing it for
THE COMMUNITY
Volunteers Needed!

BCEA, Local 1 will be scheduling the next roadside cleanup on Nelson Road in Oroville tentatively on Saturday, April 18th, at 9:00 am to 11:30 am with weather permitting. If you are interested in participating, please contact the BCEA office. Complimentary meal served afterwards. Our members, even though many are in very tough financial straits, continue their charitable contributions to our community.

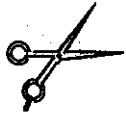


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sun	mon	tue	wed	thr	fri	sat
april 2009			1	2	3	4
5	6	7	8	9	10 Good Friday	11
12 Easter	13	14	15 Income Tax Day	16	17	18 Roadside Cleaning Nelson Road 9:00 AM
19	20	21 PEU, Local One BOD Mtg 7:30 PM Sacramento	22 Earth Day	23	24 Arbor Day	25 Relay for Life Pleasant Valley High School Chico
26 Relay for Life Pleasant Valley High School Chico	27	28 BCEA, Local 1 BOD Mtg 6:00 PM Oroville	29	30		