

LOCAL 1

# The NorthState Public Employee

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

Volume 19, Issue 11

November 2008

## Department Head Raises, Union's Offered Takeaways

by Rudy Jenkins

A month after the elected department heads got a raise (see related story), the County finally proposed an economic package to BCEA in negotiations on November 4. BCEA and the County have met four times in the past four months and have exchanged many proposals. Many of their proposals are cleanup language for various policies and the MOU, however; they also include many takeaways that have been in the contract for years. As previously reported to you in our newsletter, the County has been reluctant to offer an economic proposal to the Union due to the uncertainty of the State Budget. Several hours after the new County Financial Officer announced the latest economic woes of the County, that they have a 10 million dollar short fall in their current budget, the County gave BCEA their initial economic package. This package is a one year contract

with no new monies and the employees are to pick up all the health insurance increases for next year. BCEA immediately countered with a reduced work week, with no cut in pay, if the County is serious about their proposal. As one of your bargaining team member stated, "That if you can't afford to pay us, you can't afford keep the County open." Our next negotiation meeting with the County will be held on Thursday, November 13. Your team needs your input now, as we are a major junction in this year's negotiations, we have scheduled a Bargaining Advisory Committee Meeting at the Board of Supervisor's Chambers on Thursday, November 13 at 5:30 P.M. This meeting is open to any BCEA member in good standing. Please be there as this is your chance to directly participate in your negotiations.

woes. This deferment means they will not be getting the retroactive COLA this year. According to several appointed department heads, they were under the distinct impression that the the elected department heads were going to defer their raise also as they did back in 2003. They were quite surprised when the board agenda came out with the elected department head raises on it.

## Management Ratios

by Rudy Jenkins

In a recent Board of Supervisors Meeting in September, it came to light that the overall management to workers ratio in the Behavioral Health Department was one manager to every five workers. BCEA would like to know how your department or division fares in its management to worker ratio. Please submit your ratios to BCEA via Fax or e-mail and we will publish this information in our next newsletter. This information can be submitted anonymously but it must be verifiable with names and or positions. We will not publish any of the names or positions, just the ratios.

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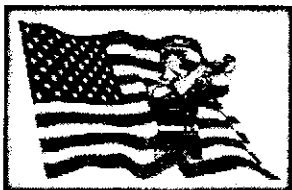
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## BCEA Clarifies Department Head Raises

by Rudy Jenkins

A month ago the Board of Supervisors voted to give the elected department heads a COLA of 3.74% retroactive to July, 1 2008. This raise was given in accordance to adopted board policy which states, "The salary of the department heads are to be adjusted the first pay period in July 2008 based on the Consumer Price Index (CPI) as computed for western cities by the Bureau of Labor Statistics." The appointed department heads did not receive this raise as they voluntary opted to defer their raise for this year in light of the County's budget

"Autumn is a second spring when every leaf is a flower." - Camus.



Remember our Veterans  
November 11, Veterans Day

Thank you Shop Stewards for your participation in the recent Grievance Training on October 22 and 29. We appreciate your dedication to excellence and the ideals you uphold. You are so valued!

**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](mailto:bcea-gcea@onemain.com)  
 Website: [www.bcealocal1.org](http://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

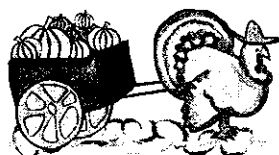
**BCEA Officers and Directors**

Jim Pulling, President 538-6608  
 Leslie Roberts, Secretary 538-7282  
 Fran Harding, Treasurer 538-6509  
 Gary Jenkins, Sergeant-at-Arms 538-7606  
 Jennifer Honea, Director 538-7434  
 Joe 'Ron' Hunt, Director 891-2756  
 Michael Lucas, Director 538-7407  
 Les Rodrigues, Director 538-2158  
 Pat Stevens, Director 538-6222

**BCEA Stewards**

**Chief Shop Steward-**

Jim Pulling, Treasurer 538-6608  
 Doug Arnold, Public Works 538-7266  
 Brett Cambra, Gridley Public Works 538-7606  
 Carrie Erickson, Public Hlth 879-7408  
 Stephanie Eveatt, Child Sup. Ser. 538-4317  
 Christine Foreman, Chico DESS 879-3479  
 Gregory 'Randy' Frieze, Probation 538-7265  
 Gerry Grandstaff, Chico Assessor 891-2934  
 Bill Grogan, Facilities Ser. 538-7408  
 Fran Harding, Child Sup. Ser. 538-6509  
 Rick Haynes, Behavioral Hlth. 538-6930  
 Jennifer Honea, Sheriff 538-7322  
 Gary Jenkins, Public Works 538-7606  
 Michael Lucas, Facilities 538-7407  
 Jesse Magana, Chico Public Works 891-2769  
 Brent McGurie, Chico Beh Hlth 891-2997  
 Les Rodrigues, Behavioral Hlth. 538-2158  
 Patricia Sanchez, Public Hlth 532-5396  
 Pat Stevens, Public Hlth. 538-6222  
 Tracy Snyder, Public Hlth 532-5696  
 Mark Wietersen, Neal Rd. Landfill 345-2326



*Welcome New BCEA Members*

<i>Michael Alexandru</i>	<i>Facilities</i>
<i>Patrick Button</i>	<i>Public Works</i>
<i>Tracey Carpenter</i>	<i>DESS</i>
<i>Darren Hartkoaf</i>	<i>Assessor</i>
<i>Christie Hicks</i>	<i>DESS</i>
<i>Kevin Hill</i>	<i>Public Works</i>
<i>Arnold Johnson</i>	<i>Public Works</i>
<i>Renee Leonis</i>	<i>DESS</i>
<i>Jessica Lower</i>	<i>Child Support Svcs</i>
<i>Scott Nolind</i>	<i>Assessor</i>
<i>Fred Ogan</i>	<i>Facilities</i>
<i>Gregory Plo</i>	<i>Public Works</i>
<i>Vincent Raczynski</i>	<i>Facilities</i>
<i>Carmen Toribio</i>	<i>Child Support Svcs</i>
<i>Shari Verstraeten</i>	<i>Child Support Svcs</i>

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:**

<b>Name</b>	<b>Department</b>
Rebecca Bullard	DESS
Cheryl Hemstalk	Child Support Services
Rosemary Mueck	DESS
Cerita Penman	Assessor

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](http://www.bcealocal1.org)

## More on RPEA

by Carole Kloss


As most of you know, I am now retired but still staying in touch with BCEA members through my articles. This month I do not have an article on labor history. I am going to write about how important Retired Public Employees Association (RPEA) is to the employees who are about to retire, thinking about retiring and those of you who think you are too young to think about retirement.

When I joined RPEA, I was nominated to be a delegate to the General Assembly which is held every two years. This year it was held October 10-14 in Sacramento and it was a great experience for me. The Assembly is made up of members from retired public employees who receive PERS retirement benefits. Those benefits are constantly in danger of being reduced or eliminated completely through local negotiations with the labor unions or legislation at the state level.

When I was active on the Negotiation Committee with BCEA, we were frequently given a proposal to lessen or eliminate retirement health benefits. We always fought that concept. I know that at times it would have made settling a contract easier because many employees wanted the pay raises right away. We could not in good conscious negotiate away benefits that long term employees worked for, even though a pay increase was also deserved. That may sound harsh to you younger folks, but if you let those benefits go now, they will be practically impossible to get back. Then when it comes time for you to retire, OOPS! you wanted that pay increase, but now you can not afford to pay for your health insurance.

Getting back to RPEA, this organization is fighting for your rights and benefits also, but on a much higher level. They lobby every day at the State Capital and monitor legislation that is in danger of being passed that will affect your benefits. Visit the web site at [www.rpea.com](http://www.rpea.com). You can read

### Watch Your Butts!



Cigarette butts don't break down easily.  
They cause one third of all fires.  
They are the most littered item in the world.  
Chemicals from cigarette butts get into our waterways,  
harming wildlife.

Please keep our workplaces clean.  
Dispose of cigarette butts properly.

If you are thinking about quitting smoking, please call the California Smokers' Helpline. This telephone program can help you quit by providing self-help materials, referrals to local programs and one-on-one counseling at no cost. Visit the Helpline for more information at [www.californiasmokershelpline.org](http://www.californiasmokershelpline.org) or call them at 1-800-NO-BUTTS.

the legislative actions and see the benefits of belonging to this organization.

Those of you who are retiring soon or know retirees, please contact me so that I can supply them with an application and invitation to our monthly meetings, they are in Chico, Oroville and Paradise. The dues are very reasonable at \$4.50 monthly. I can be reached at [edna-2@hughes.net](mailto:edna-2@hughes.net), 589-1832 or 990-3841.

.....**PARTING SHOTS**

*~It used to be that only death and taxes were inevitable. Now, of course, there's shipping and handling, too.*

*~The other day, I broke 70, That's a lot of golf clubs.*

save  
the date to  
**Celebrate!**



we're planning our  
Annual Open House  
please say you'll be here

Thursday, December 18  
The BCEA Office  
2210 5th Avenue, Oroville

**Getting Into The Holiday Spirit**

Regardless of belief or culture, the holiday season brings out the kindness of many people. More than 50 percent of all charitable giving is done between Thanksgiving and Christmas Eve, according to Charity Navigator, an online guide to philanthropic organizations. If you would like to join us at BCEA, we will be having our annual Holiday Canned Food Drive starting Monday, November 17. The donated food will be dropped off to the homeless veterans at the Jerry Knight Transitional Housing Facility on Rio Lindo Avenue in Chico. The collection stations will be: 202 Mira Loma Drive-Public Health; 78 Table Mountain Blvd-DESS; 82 Table Mountain Blvd-Public Health; 33 County Center Drive-Sheriff; 1474 Myers Street-Child Support; 2445 Carmichael Drive in Chico-DESS; and 107 Parmac Road in Chico-Behavioral Health. Food barrels will be picked up by Monday, December 15.

*BCEA is going to match your donations!*

sun	mon	tue	wed	thr	fri	sat
<b>november 2008</b>						1
2 Daylight Saving Time ends	3	4 Election Day BCEA Negotiation Meeting	5	6	7	8
9	10	11  Veterans Day	12	13 BCEA Negotiation Meeting	14	15
16	17 BCEA Holiday Canned Food Drive Starts	18 PEU, Local One BOD Mtg 7:30 PM Martinez	19	20 BCEA, Local 1 BOD Mtg 6:00 PM Chico	21	22
23	24	25	26	27  HAPPY THANKSGIVING!	28 BCEA Office Closed	29
30						