

The NorthState Public Employee

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

LOCAL 1

Volume 19, Issue 1

January 2008

Word Gets Out

By Christine Scanlan, Field Representative, San Luis Obispo County Employees' Association

Office walls, especially cubicle walls, are really thin. For most of us, when we're at work, complete privacy is typically unattainable and accidental eavesdropping by co-workers is a common occurrence. We all try to be careful about what we do and say on the job, but an occasional reminder of the do's and don'ts of verbal office etiquette never hurts, right?

KEEP CRITIQUES QUIET

Even in situations at work where you are right about a complaint or critique—maybe a current procedure is inefficient, a policy is not being followed consistently or an employee is being treated poorly—criticizing aloud, where co-workers can hear, is not the proper way to address the

problem. If you are in a meeting where articulating constructive criticisms with a group is encouraged, that's another story—go ahead and voice your opinion respectfully. But if you are talking with a co-worker in the break room or in your workstation, that is not the appropriate place to vent frustration or disapproval. People can overhear and misinterpret what you are saying. No matter how innocent they may seem to you; your words can sound differently to others inadvertently listening in.

When you have something to report to your supervisor—a negative incident, a co-worker's behavior or a complaint about a client you are helping—make sure to pick a time to deliver the information when you won't be overheard. And the same goes for supervisors: remember to always pass on constructive criticism to subordinate employees behind closed doors.

Be careful not to make snide or sarcastic comments about your job or employer, even when you think you are alone with a trusted co-worker. And when talking about things like promotions, workloads or inconsistent treatment, make sure you're secluded and prepared for the conversation. Office politics are already difficult enough; don't make things worse by sending a message you didn't intend!

INFORM PROPERLY

Sometimes sending an email or writing a memo is the proper method to deliver criticisms or relay serious inquires; sometimes verbally relaying the message in a confidential manner to the proper individual(s) is the appropriate technique. Every situation should be assessed differently based on the gravity of the information and the nature of the interpersonal relationships of the parties involved. Many times, you should call BCEA for advice, help or representation—but again, make sure you're on a break or off work and in a private location when you call.

KEEP PERSONAL INFORMATION PERSONAL

Information about your health condition and medications; particulars about your personal life or relationships; and details about your work performance issues, potential and disciplinary actions and workplace grievances should be kept private. Yes, many co-workers become friends through work, but keep in mind that the workplace needs to remain a professional environment. Don't unintentionally cross the line because you've gotten too comfortable!

As always, call BCEA when you need us, we are here to help.

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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

Jennifer Honea, President	538-7322
Tiffany Gerbing, Vice President	538-6466
Jim Pulling, Secretary	538-7350
Fran Harding, Treasurer	538-7129
Gary Jenkins, Director	538-7606
Michael Lucas, Director	538-7407
Leslie Roberts, Director	538-7282
Pat Stevens, Director	538-6222
Thil Wilcox, Director	538-6246

BCEA Stewards

Doug Arnold, Public Works	538-7266
Carrie Erickson, Public Hlth	879-7408
Stephanie Eveatt, Child Sup. Ser.	538-4317
Christine Foreman, Chico DESS	879-3479
Gregory Frieze, Probation	538-7265
Tiffany Gerbing, Public Hlth.	538-6466
Gerry Grandstaff, Chico Assessor	891-2934
Bill Grogan, Facilities Ser.	538-7408
Rick Haynes, Behavioral Hlth.	538-7950
Jennifer Honea, Sheriff	538-7322
Gary Jenkins, Public Works	538-7606
Michael Lucas, Facilities	538-7407
Jesse Magana, Chico Public Works	891-2769
Jim Pulling, Treasuer	538-7350
Les Rodrigues, Behavioral Hlth.	538-2158
Patricia Sanchez, Public Hlth	532-5396
Pat Stevens, Public Hlth.	538-6222
Virginia Stone, Behavioral Hlth.	538-2158
Terri Weiss, Chico Behavioral Hlth.	891-2985
Mark Wiertsen, Neal Rd. Landfill	345-2326
Thil Wilcox, Child Sup. Ser.	538-6246

Welcome New BCEA Members



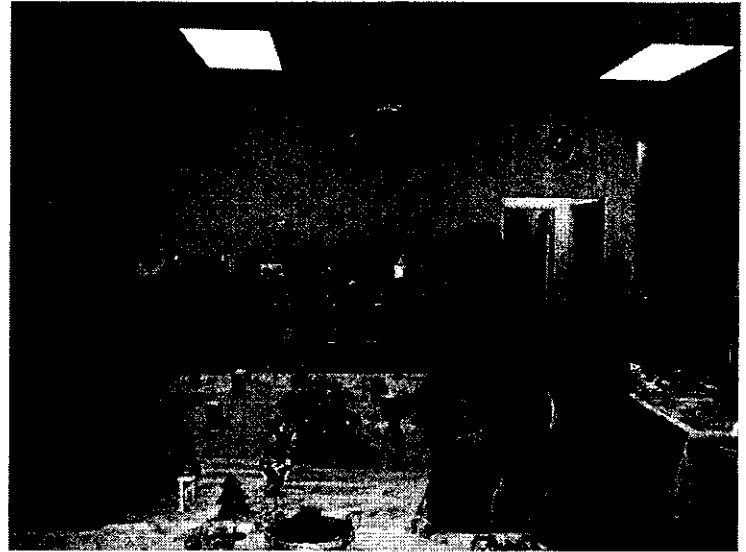
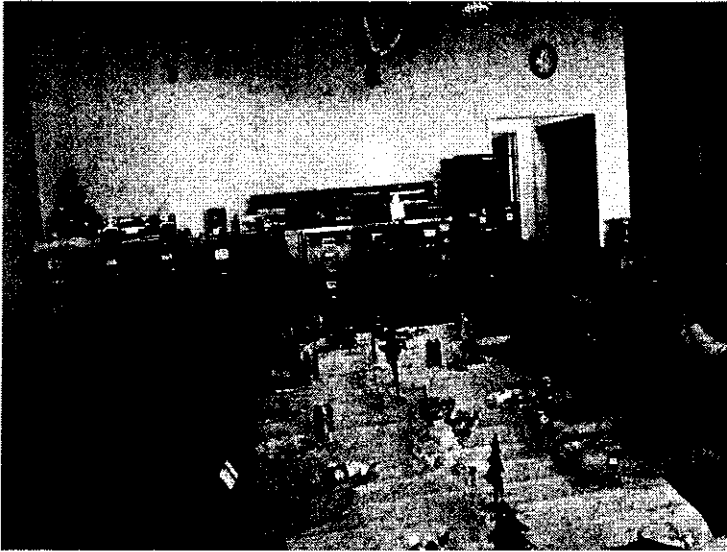
<i>Annaliesa Batts</i>	<i>DESS</i>
<i>Lindsey Elsheltawy</i>	<i>DESS</i>
<i>Jennifer Kim</i>	<i>Behavioral Health</i>
<i>Trishalana Ott</i>	<i>Behavioral Health</i>
<i>Greggory Richardson</i>	<i>Public Works</i>
<i>Robert Suhrie</i>	<i>Auditor/Controller</i>

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:

Name	Department
Amy Barker	Tax Collector
Charlene Dee Vargas	Child Support Services
Fred Dixon	Public Health
Maria Sorenson	Child Support Services

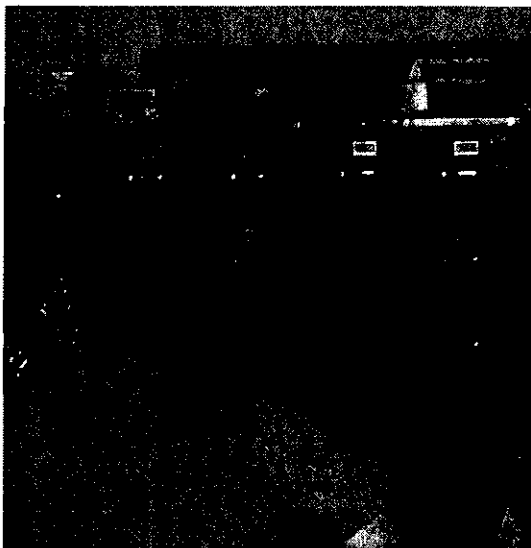
To donate vacation or compensatory time, complete the Catastrophic Leave Donation forms available from the BCEA office, our Directors, Stewards, Site Reps or website.
www.bcealocal1.org



A Party for the Members

by Eloise Herman

Members stopped by BCEA, Local 1's Holiday Open House on Tuesday, December 11, 2007 from 11:00 am to 7:00 pm to get together with co-workers to share drink, food, and light-hearted conversation. The members got a chance to ask questions about the routine operations of BCEA, Local 1 from Executive Director Rudy Jenkins. It was good to see a handful of County Supervisors visited the Holiday party. Members were free to help themselves to assorted BCEA promo items.



BEGIN YOUR OWN FRESH START FOR 2008 . . .

appreciate
each other

celebrate
our differences

commit
to make a change

HAPPY ENDINGS

by Eloise Herman

BCEA, Local 1 congratulates the County of Butte employees who contributed to the Holiday Canned Food Drive. We asked you to drop off canned food in the various barrels around the County for the homeless veterans who are housed at the Jerry Knight Transitional Housing Facility, a house on Rio Lindo Avenue in Chico, and you supported this charitable event with true compassion. Thanks to you, nine 30 gallon barrels were filled to the rim with food. The provisions were delivered to the veterans on Friday, December 21, 2007. BCEA, Local 1 matched your donations by purchasing \$300.00 worth of hams and frozen turkeys from the helpful people at the local *Cash-n-Carry* store. So, on behalf of the veterans whose smiles brighten because of your generosity, BCEA, Local 1 says "thank you."



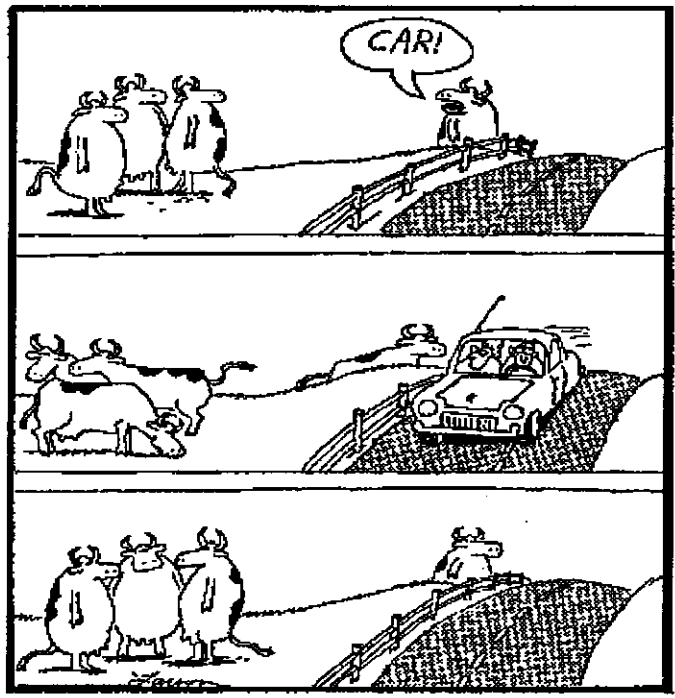
Public Employees Union, Local #1 is holding
it's 6th Annual
CRAB FEED
Dinners include bread, salad, pasta and
ALL THE CRAB YOU CAN EAT!
Saturday, February 2, 2008, 6pm—9pm
\$45.00 per person
Local #1—Aiello Hall
5034 Blum Road, Martinez
Call 533-8003 for tickets today!
All proceeds go to PEU, Local #1
Political Education

Coming Soon . . . Shop Steward Training

BCEA, Local 1 is looking for ambitious leaders. This is your chance! We are currently recruiting for an upcoming two day training to be held in late February/early March 2008. Contact the BCEA, Local 1 office and get on the list.

Notice of Revision

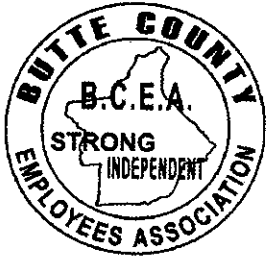
The new revisions to the BCEA Bylaws will be reviewed at the January 22, 2008 BCEA Board of Directors meeting. Any changes will be adopted at the February 26, 2008 BCEA BOD meeting.



"Earl is just looking out for the group."

January 2008

DATE	DETAILS
Tuesday, January 15, 2008 5370 Elvas Avenue Sacramento, CA	7:30 pm PEU Board of Directors Meeting All Members Welcome!
Tuesday, January 22, 2008 2210 5th Avenue Orville, CA	5:30 pm BCEA Board of Directors Meeting All Members Welcome!



BCEA LOCAL 1

*Affiliated with Public Employees Union, Local 1
Celebrating Over 50 Years of Service to Members
Incorporated 1953*

LOCAL 1

December 28, 2007

TO: ALL MEMBERS

**FROM: RUDY JENKINS
EXECUTIVE DIRECTOR**

RE: DISCONTINUATION OF REFERAL TO ATTORNEY

In order to balance the 2008 Public Employees Union, Local One budget and provide the best service to union members, the PEU, Local One Board of Directors voted to discontinue paying a monthly fee to the attorney firm Local One retains when seeking advice and assistance in labor relations disputes and providing a "free" consultation for union members.

Since the legal firm that Local One retains ONLY handles employment matters, they gained no clients and no revenue from the "free" consultations. Firms who provide "free" consultations do so to identify potential clients (i.e., persons with cases from which the firm will derive fees either from the client or a third party). Local One's retained firm derived no revenue from the "free" consultations and therefore, Local One paid a monthly fee to the firm for providing this service. Very few union members utilized the consultation service. Therefore, the PEU, Local One Board of Directors determined that this service could be discontinued with a minimal impact on union members.