

The NorthState Public Employee

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

LOCAL 1

Volume 21, Issue 11

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

Medical Leave Laws and Disability Discrimination

by Rudy Jenkins

There has been an increasing application of leave laws and disability laws that have come into play at the work site in recent years. They range from allowing paid time off for a serious health condition for you or your family, to providing time off to bond with a newborn. Most of these laws have a federal statute and a state statute. In general, the California state statute provides a better benefit than the federal statute, but when there is a gap in the state law, the benefit is deferred to the federal law. These laws may at times overlap and therefore, the time off allowed runs concurrently. The medical leave acts are the federal's Family Medical Leave Act (FMLA) and its state's counterpart the California Family Rights Act (CFRA) which provides the right to take up to 12 weeks of unpaid leave in a 12-month period with job protection. There is also a federal and a state Pregnancy Disability Laws (PDL) that provide up to four months of unpaid leave for actual disability due to pregnancy, childbirth, or related medical conditions. California law also provides under the Paid Family Leave (PFL) up to six weeks for baby bonding which allows sick leave integration with SDI.

The laws that provide protection for discrimination and accommodation at the work site for disabilities are the federal Americans with Disabilities Act (ADA) and the state's Fair Employment and Housing Act (FEHA). These laws provide additional job protection and accommodations for disabled employees on the job.

Finally there are job protected leave laws in California such as the Military Spouse Leave, another military leave act called the Uniformed Services Employment and Reemployment Act (USERRA), as well as, other labor codes that cover leave for jury duty, school activities and voting.

If you believe that you are in need of protection of any of these leaves, do not attempt to deal with this at your department level, you should contact BCEA or Mark Chambers in Human Resources.

More Good Budget News

by Rudy Jenkins

Last month, BCEA reported that the county's four million plus budget deficit had decreased substantially with the state budget passage. Specifically, the county was to receive 1.3 million from Indian gaming revenue and 3 to 4 K from Williamson Act monies. This month, the CFO reported in the Board of Supervisor meeting on November 9, 2010, that the budget deficit for fiscal year 2011-12 has decreased from about 4.5 million to 1.5 million. Déjà vu?

ROAD MAP TO BANKRUPT EMPLOYEES

by Jim Pulling, BCEA President and Chief Shop Steward

The story goes something like this—employees pick up all the increases in health care premiums beginning with your first check in December. This is nothing new, as we have done this in the previous two years. Well, that is about 10 to 13 percent off of your net income. Now, is that really that bad? Probably not if your mortgage, rent or auto expenses went down equally, and you don't mind not having enough to eat or keep the PG&E on. You know what I mean, some of those finer things in life. Go by a few more doughnuts for your car because you really don't need those tires with tread on them. Faucet leaking at home, well here is an easy fix—put a bucket under it and use it to add cold water to the bath water (oh wait, no hot water since you couldn't pay the PG&E bill). As for having enough to eat, don't worry about that either. We can all go to the Salvation Army and they will feed us for free and that should add up to some savings. Christmas for our kids will be handled also, we can put their names on the giving trees. I think a wakeup call is needed so the people who participate in the county budget understand we don't make \$100,000.00 a year. If we did, then the 17% increase in health care costs would only mean about a .05% decrease in our net pay.

Remember, these figures are not accurate

ROAD MAP continued on page 3

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BCEA DIRECTORY

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Oroville, CA 95965

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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	538-7322
Connie Alberico, Director	895-5050
Kelley Albright, Director	891-2999
Kandi Crane, Director	879-3460
Beth Standley, Director	538-5135
Pat Stevens, Director	538-6222

**BCEA Stewards
General Unit**

Chief Shop Steward-

Jim Pulling, Treasurer	538-6608
Kelley Albright, Chico Behavioral Hlth	891-2999
Doug Arnold, Public Works	538-7157
April Blankenship, Chico Behav Health	891-2999
Brett Cambra, Gridley Public Works	538-7606
Christine Foreman, Chico DESS	879-3471
Stephanie Eveatt, Child Sup. Ser.	538-7414
H. Leon Frazier, Behavioral Hlth.	538-5216
Randy Frieze, Probation	879-3962
Rick Haynes, Behavioral Hlth.	538-6930
Jennifer Honea, Sheriff	538-7322
Gary Jenkins, Public Works	538-7606
Jesse Magana, Chico Public Works	891-2769
Brent McGurie, Chico Beh Hlth	891-2997
Carri Roberson, Child Sup. Ser.	538-6531
Les Rodrigues, Behavioral Hlth.	538-7954
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

<i>Lyn Boman</i>	<i>DESS-SSW unit</i>
<i>Stacy Cullen</i>	<i>DESS-SSW unit</i>
<i>Brian Fridrich</i>	<i>Recorder</i>
<i>Michael Garcia</i>	<i>Feather River Rec. & Park</i>
<i>Glenn Gorsuch</i>	<i>DESS-SSW unit</i>
<i>Alicia Hartman</i>	<i>DESS-SSW unit</i>
<i>Rachel Hult</i>	<i>DESS-SSW unit</i>
<i>Jody Jobe</i>	<i>DESS-SSW unit</i>
<i>Jeffrey Kohler</i>	<i>Public Works</i>
<i>Laura Smith</i>	<i>DESS-General unit</i>
<i>Mindy Stark</i>	<i>Public Health</i>
<i>Kimberly Sawyer</i>	<i>DESS-SSW unit</i>
<i>Debra Wynn</i>	<i>Elections</i>

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

Name	Department
Connie Alberico	DESS-SSW unit
Susan Berry	Behavioral Health
Molly Summerfield	Behavioral Health
Nancy Taylor	Behavioral Health
Vang Thao	Behavioral Health

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

All Employee Catastrophic Leave Donation requests for publication in this newsletter is subject to the BCEA Board of Directors' policy. The policy is that: "only current dues paying BCEA members from the General unit and Social Services Workers unit qualify."

**BCEA Stewards Cont'd
Social Services Workers Unit**

Debbie Chamberlin, Oroville DESS	538-3776
Kandi Crane, Chico DESS	879-3460
Joan Fedler, Chico DESS	879-3641
Tammy Felder, Chico DESS	879-3732
Pamela Jawad, Oroville DESS	538-5074
Jean Osborn, Chico DESS	879-3656



ROAD MAP cont'd from page 1

but I believe them to represent the true meaning to you and me.

So we are offered solutions to this problem by reducing cost by "switching health plans" so we can save on premiums. Yes that is true we can do that but remember, you will now be paying for those health care costs in "co-pays and deductibles" so don't even think what you are saving in premiums is unencumbered cash. You are now going to have to put aside what you save on the premiums because you may have to spend it on co-pays and deductibles later. Here is another excuse that could be given to us—keeping in mind, that this money you set aside can draw interest. That might have been so had the downturn in the economy that caused all this also affected the interest rates (again, you need a lot of money in a savings account to make any interest). It really makes no difference on which plan you chose—you are either going to pay the amount in premiums or in co-pays. Well, that about takes care of the savings in switching health care plans. Now let's visit some other options.

My theory is, if we suffer, then so should the residents of Butte County. Let them know what happens when the county needs to reduce expenses. We are not the lending institution for the county; if they want our money, then we certainly need to receive something for what we give up. Banks call this interest, we call it compensation. This is what is known as negotiations. For instance, if I give you this, what are you going to give me in return? Don't be thinking you will take 20% of my pay and give me 5% in return. This is also known as "negative interest." We need to think of how to get dollar for dollar. We can help the county save some money but we cannot allow them to raid our livelihood in doing so. Your negotiation's team will work hard to keep that from happening but keep in mind; we can only negotiate if the county is willing to participate in the negotiations.

You need to put faith in your negotiation's team. We have no intentions of sending you to the dogs or buckling to

the pressures of the county. As in the past, we will bring any Tentative Agreement (TA) to all our members for a vote when we get to a point that we feel we have worked out the best possible agreement. We never sign a contract with the county without your approval. I know at some meetings you have attended, you may have heard or understood what you heard as "this is the deal your negotiation's team agreed to." This is where the wording gets a little hazy. If we are left with the alternative of "sign this or we will implement it on you," then we will bring the TA to you with that exact terminology. We will also tell you "if we recommend the TA" or "we don't recommend this but the county intends to implement this" and leave the vote up to our members.

Last of all, remember, we still stand "strong and united" as a coalition. We (the coalition) are committed to stand together at the bargaining table to try and get you the best possible deal we can, in light of what we are already giving up.



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 Lighted Christmas Parade on Saturday, December 11, to be held at 6:00 p.m. in Oroville. The Oroville Downtown Business Association will be judging the event.

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

Eloise Herman

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.

Helping the Veterans

by Eloise Herman

Again this year, BCEA is sponsoring our Annual Christmas Canned Food Drive. 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 veterans struggle to keep the house afloat and food in the kitchen cupboards.



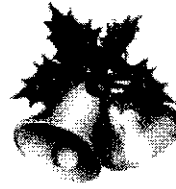
The Canned Food Drive begins now and ends December 16, 2010. BCEA will be donating \$300.00 worth of meat from Cash-n-Carry to help feed the veterans. If you would like to join us, you can donate any kind of canned food—it will be appreciated. The collection stations are located at: 202 Mira Loma Drive (Public Health); 78 Table Mountain Blvd (DESS); 82 Table Mountain Blvd (Public Health); 25 County Center Drive (Administration); 7 County Center Drive (Public Works); 33 County Center Drive (Sheriff); 1474 Myers Street (Child Support Services); 2445 Carmichael Drive in Chico (DESS); and 107 Parmac Road in Chico (Behavioral Health).

Voted Biggs City Councilman:
DOUGLAS ARNOLD
Serving the citizens of Biggs and Butte County
Congratulations!!!

If you haven't already received a free BCEA, Local One 2011 pocket calendar, please contact a Shop Steward or give us a call.



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 (*new location: Round Table Pizza, 2027 Forest Avenue, Chico*). 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.



Celebrate the Christmas season
with fellow employees, their families, and good cheer
We're planning a Christmas Open House Party
to end the year

Wednesday, December 15, 2010
11:00 a.m. to 7:00 p.m.

BCEA Office
2210 5th Avenue
Oroville

Enjoy a Christmas buffet of trays from Raley's,
meat balls with gravy, BBQ cocktail franks,
sweets and cold beverages

Refreshments will be served throughout the day



sun	mon	tue	wed	thr	fri	sat
	1	2	3	4	5	6
7	8	9	10	11 Veterans Day	12	13
14	15 Start Date for BCEA Christmas Canned Food Drive	16 PEU, Local One BOD Mtg 7:30 PM Martinez	17	18	19	20
21	22	23 BCEA, Local 1 BOD Mtg 6:00 PM Chico	24	25 Thanksgiving	26 BCEA Office Closed	27
28	29	30	november 2010			