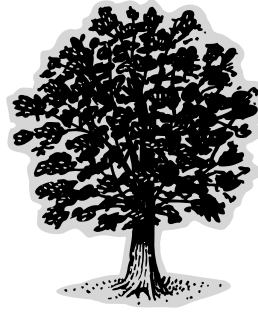




Contra  
Costa  
County



# Membership Newsletter

November 2011  
Volume 11 Issue 4

## BOARD OF SUPERVISORS AGREES TO PAY MORE FOR HEALTH CARE FOR DSA. HOW ABOUT US????

The County and the Deputy Sheriffs Association (“DSA”) have negotiated a tentative agreement. DSA members will be voting soon to ratify the agreement. The new DSA MoU will run until June 30, 2013. The deal was reached through bargaining, which followed a threat by the County to impose terms and conditions on the DSA.

Although all the terms of the MoU are not yet public, the health care provisions are:

THE COUNTY HAS AGREED TO INCREASE WHAT IT PAYS FOR HEALTH CARE BOTH YEARS OF THE CONTRACT. THAT’S RIGHT, EVEN THOUGH THE COUNTY HAS BEEN ADAMENT THROUGHOUT OUR BARGAINING THAT IT WILL NOT PAY A PENNY MORE FOR OUR HEALTH CARE, IT HAS AGREED TO PICK UP MOST OF THE INCREASES FOR DSA REPRESENTED EMPLOYEES THE NEXT TWO YEARS.

Under the tentative agreement, the County will increase what it pays for health and dental in 2012 for DSA represented employees by an amount equal to 80% of the increase in the Kaiser rates. It will increase what it pays in 2013 by 75% of the Kaiser increases. These increases will apply regardless of which Health Plan an employee has.

And what about us you ask? Oh, that’s right. The County, as of our bargaining session on October 27<sup>th</sup>, hasn’t budged from its position that we pay 100% of the increases in health and dental premiums. That’s right. The County will pay most of

the increases for DSA members but not one penny more for us.

Under the County’s proposal, the additional amounts our members will have to pay each month starting January 1, 2012 for health care are shown below. These are the increases on top of what you are paying now. The table does not include any increases in dental.

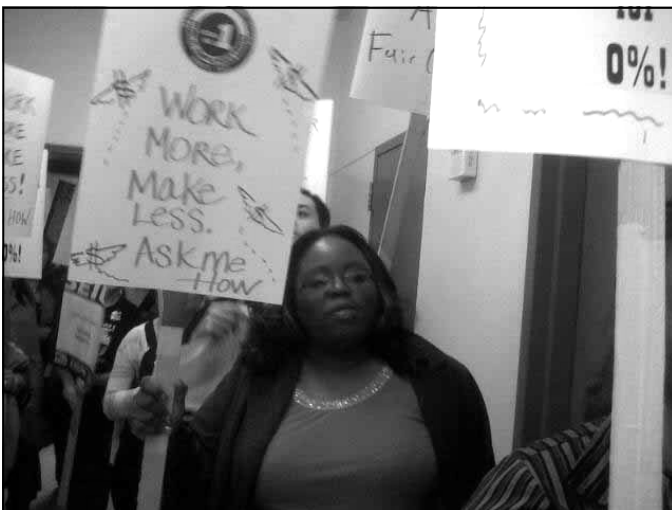
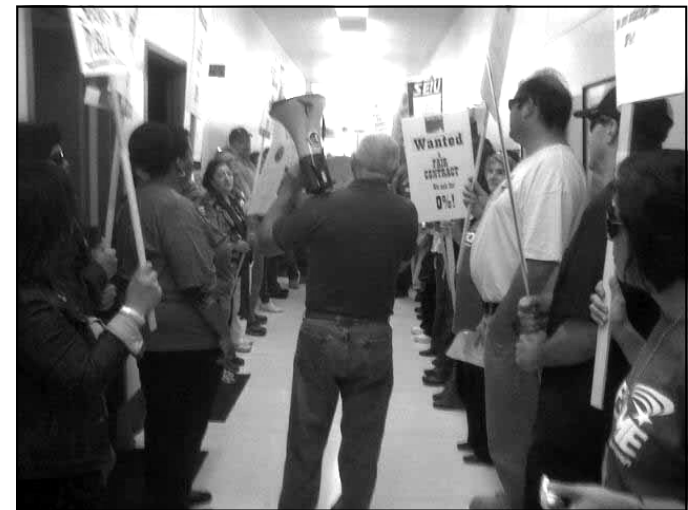
Plan	Single	Family
CCHP A	\$27.91	\$66.50
CCHP B	\$30.94	\$73.52
Kaiser	\$50.68	\$119.40
Health Net HMO	\$79.44	\$196.29
Health Net PPO	\$79.27	\$188.31

If you aren’t mad, you should be. Join your brother and sister union members, and tell the Board of Supervisors this isn’t fair.

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# Workers Rally for a Fair Contract





# Public Employees Union, Local One Business Agent Assignments for Contra Costa County

Agriculture Unit: Bill Schlant  
Animal Services Unit: Bill Schlant  
Attendant-LVN-Aide Unit: Diane Dally  
Building Trades Unit: Matt Mason  
Community Services Bureau Unit: Matt Mason  
Community Services Bureau Site Supervisors Unit: Diane Dally  
Engineering Unit: Matt Mason  
General Services and Maintenance Unit except for Hospital and Clinics: Matt Mason  
General Services and Maintenance Unit Hospital and Clinics: Diane Dally  
Health Services Professional Providers Unit except for Hospital and Clinics: Bill Schlant  
Health Services Professional Providers Unit Hospital and Clinics: Diane Dally  
Investigative Unit: Diane Dally  
Library Unit: Rollie Katz  
Mental Health Unit except for Hospital: Bill Schlant  
Mental Health Unit Hospital: Diane Dally  
Substance Abuse Counselors: Bill Schlant

Mailing Address for all Business Agents:  
 Public Employees Union, Local One  
 P.O. Box 6783  
 Concord, CA 94524-1783

Street Address for all Business Agents  
 5034 Blum Rd.  
 Martinez, CA 94553

Email addresses for Business Agents:

Rollie Katz: [RKatz@peu1.org](mailto:RKatz@peu1.org)  
 Bill Schlant: [BSchlant@peu1.org](mailto:BSchlant@peu1.org)  
 Matt Mason: [MMason@peu1.org](mailto:MMason@peu1.org)  
 Diane Dally: [DDally@peu1.org](mailto:DDally@peu1.org)



## Arbitrator Rules In Union's Favor Management's Discipline Is Unjust

The Expedited Board of Adjustment has ruled in Local One's favor on three Health Services Department suspensions of Local One members. The members have been awarded back pay and have had their suspensions either set aside or reduced.

The members, one LVN and two CMAs, were suspended for not renewing their CPR certificates before the recommended renewal date. Health Services management suspended them for the number of days that they didn't have a current CPR certificate, one employee for three days, the second for 4 and the third for 17 ½. The first two members had their suspensions set aside for a counseling memo. The third had her suspension reduced to 5 days. They were each awarded back pay.

The arbitrator noted that management and employees share in the responsibility to make sure union members who are required to have a CPR certificate renew them.

In the cases involving the 3 and 4 day suspensions, the arbitrator pointed out that in the past, management notified employees that their certificates were due for renewal, and that Health Services had changed this practice without notifying Local One and meeting and conferring with us. The arbitrator also found in all three cases that the County did not follow progressive discipline and rejected management's arguments in support of its heavy handed discipline.

We hope Health Services management will have the good sense to meet with us and develop a system that will ensure that employees who are required to maintain a CPR certificate renew them before their recommended renewal date. That sure beats suspending union members, spending money on grievances and arbitration, and paying employees back pay when their suspensions are set aside.

**Contract the Board of Supervisors. Let them know you want a fair contract. Tell them it is not fair for the County to pay most of the increases in medical costs for some employees and not for us.**

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Fax: 510-374-3429

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Concord, CA 94520  
[lcase@bos.cccounty.us](mailto:lcase@bos.cccounty.us)

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Martinez, CA 94553  
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925-427-8138  
Fax: 925-427-8142

Mary N. Piepho—District 3  
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Danville, CA 94526  
[Dist3@bos.cccounty.us](mailto:Dist3@bos.cccounty.us)

925-820-8683  
Fax: 925-240-7261

## ANOTHER GRIEVANCE VICTORY FOR LOCAL ONE MEMBERS

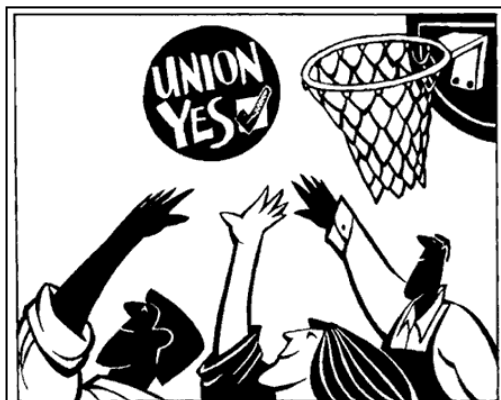
We are pleased to announce that we have settled a grievance with the County that will benefit the members of our Attendant-LVN-Aide Unit who work in the hospital. Our successful grievance resolves a dispute about Section 12.6 of the MoU. After many months, the County agreed with us that the Section applies to all our members who work in 24/7 operations who do not accrue personal holidays (floating holidays).

Section 12.6 addresses how holidays that fall on a regularly scheduled day off are observed by full time employees who work in 24/7 facilities and who do not accrue the personal holidays. Before our last negotiations (2008-2009), there was not a standard rule governing how such holidays were observed. Some employees "moved" their holiday to their first day of work after the holiday. For example, an employee who has Sunday and Monday off would "move" the holiday to Tuesday, and would be paid holiday pay and holiday overtime, if the employee worked on Tuesday. This time was "retirement compensable" because it was scheduled work on a holiday. Other employees, including our members in the Attendant-LVN-Aide Unit would get the equivalent of a comp. day- the employee would be able to take another day off sometime in the future. The County proposed to "standardize" how hol-

idays were observed in 2008-2009 bargaining. Under the County's proposal, the holiday would not "move." Employees would get 8 hours of "flexible compensatory time" (like comp. time) or pay. The Labor Coalition resisted this proposal because it would mean members who had "moved" the holiday would no longer get holiday OT for working the day after the holiday.

Section 12.6 is the compromise with the County- now employees covered by the Section move their day off to their next regularly scheduled work day (Sunday & Monday off, holiday is on Monday, Tuesday becomes the day off) and get overtime if they work that day.

As we were getting ready to print the MoU, the County told us the section did not apply; that it only applied to our Building Trades and General Services Unit. No one else, including the LVN Unit could be considered (turns out it applied the section to the Health Services Unit). We filed a grievance. We were getting ready to go to arbitration when we settled. The County agreed with us. Some LVN unit members will be receiving back pay.





Diane Dally started working with Local One on August 15<sup>th</sup>. Diane is ready to join our fight for public employees. She has been assigned to represent, the Central Sanitary District Unit, the Investigative Unit, Health Services Unit members who work at the Hospital and Clinics, the Attendant-LVN -Aide Unit and the Community Services Bureau Site Supervisors Unit.

Diane came to us from SEIU United Health Care Workers Union and represented Nursing Home and Hospital Workers in the Contra Costa area for 14 years.

She is excited and ready for the “bigger picture” battle that all public employees are facing. **Welcome Diane!**

## DUES ADJUSTMENT IN YOUR DECEMBER 10<sup>TH</sup> PAYCHECK

Local One dues are 1% of salary. Although our members’ salary was not technically reduced when the ATA days were in effect, the Local One Board voted to adjust the dues as if members’ salary had been reduced since our members were working less and making less because of the ATA days. The dues were adjusted so that our Contra Costa members pay 1% of their salary minus the ATA deduction of 2.31%.

We did not adjust the dues back to where they should have been July 1, 2011, after the ATA deduction stopped. We have notified the County to make the adjustment effective November 1, 2011. Members will see a slight increase in their dues on their December 10<sup>th</sup> paycheck. There will not be a retroactive adjustment to July 1, 2011.

If salaries are reduced as part of bargaining, dues will be reduced accordingly. Cuts in take-home pay such as paying more for retirement and medical do not reduce the salary and do not affect the dues just as increases in what the County pays for medical and pension don’t increase the salary and therefore do not increase dues.

## The 1% and the Rest of Us

Here are some more facts about the growing income inequality in America, specifically in California. A new report from the California Budget Project shows:

Between 1987 and 2009:

- The wealthiest 1% of Californians got 1/3 of the growth in income
- The wealthiest 10% of Californians got almost 3/4 of the growth income
- The remaining 90% got barely a ¼ of the growth in income.

Between 1987 and 2009

- The top 1%’s inflated-adjusted average income rose by one-half, from \$778,000 to \$1.2M. That’s after taking inflation into account. That’s a 50% raise after inflation.
- How about everybody else? The bottom 80% saw their inflation-adjusted income fall.
- The average income of California’s top 1% in 2009 was about 33 times the middle fifth (about \$35,000).

This isn’t class warfare. These are facts. And some people wonder why Occupy Wall St. has spread across the County and the world.





## Your Contra Costa County Negotiating Team

- Attendant/LVN-Aide: David Ramirez  
Kim Davis
- Ag/Weights & Measures: Gil Rocha  
Rick Mata
- Animal Services: Shawn Coffman
- Building Trades: Ron Willmer  
Dave Lavelle
- Engineering: Robert Picard  
David Silva
- FACS: Lynda Middleton
- FACS Supervisors: Claudia Aerospide  
Ivette Nazario
- General Services : Tom Shirley  
and Maintenance DeAndrea Rowden  
Leslie C. Clark  
Antwon Evans  
Jerry Tourte  
Pete Ellis  
Ron Stevens
- Health Services: Willie Swenson  
Elaine Swenson  
Jose Avila
- Investigative: Rosalie Bayliss  
Tracey Walker
- Library: Robin Milne  
Suzanne Vito
- Mental Health: Debra Sell  
AOD: Aery Upton

*This is the spirit that is back of all the great struggles of the workers to improve their working conditions, Liberty and freedom for collective bargaining is what they want and what they must have.*  
*... Mary Anderson*

# Local One Events



November 2011

- 11/2/2011 Health Coalition Mtg. 1:30 pm
- 11/3/2011 Coalition Bargaining 8:00 am
- 11/7/2011 Animal Svs. Mtg. 6:30 pm
- 11/8/2011 Leadership Mtg. 5:30pm
- 11/9/2011 Mental Health Mtg. 5:30 pm
- 11/14/2011 Housing Auth. Mtg. 5:00 pm
- 11/17/2011 Coalition Bargaining 8:00 am
- 11/17/2011 GS&M Unit Mtg. 5:00 pm
- 11/22/2011 Leadership Mtg. 5:30 pm

S	M	Tu	W	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11*	12
13	14	15	16	17	18	19
20	21	22	23	24*	25*	26
27	28	29	30			



- 12/01/2011 Coalition Bargaining 8:00 am
- 12/06/2011 Leadership Mtg. 5:30 pm
- 12/07/2011 Health Coalition 1:30 pm
- 12/08/2011 Coalition Bargaining 8:00 am
- 12/10/2011 GS&M XMAS PARTY 5:00 PM
- 12/13/2011 Leadership Mtg. 5:30 pm
- 12/15/2011 Coalition Bargaining 8:00 am
- 12/22/2011 Coalition Bargaining 8:00 am ?
- 12/29/2011 Coalition Bargaining 8:00 am ?

S	M	Tu	W	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23*	24
25	26*	27	28	29	30	31

**Happy New Year 2012!**

\* Office Closed



*From all of us at Public Employees Union Local One, we wish you and your family Happy Holidays!*

