



Insight

United Public Employees, Local #1

Affiliated with Public Employees Union, Local #1

January - February 2007

UPE, Local #1 Board of Directors

James Starr,

Chair

Colleen Clark

Vice-Chair

Sally Rydell,

Treasurer

Amy Tatreau,

Secretary

Directors:

Oscar Bautista

Peggy Patton

Barry Hurff

Beverly Kearney

Margaret Salvemini

Bruce Valentine

Joycelyn Wakefield

UPE, Local #1 Office-Technical Governing Board

Grace Brooks de

Fernandez

Chair

Brian Williams

Vice-Chair

Ernestine Stoddard

Secretary

Lona Bradford

Treasurer

Directors:

Jackie Delph

Maria Celia Johnston

Laurie Jones

Charlotte Merichko

Patricia Merritt

Walter Steinlauf (LOA)

Richard Williams

Steve Wolfanger

UPE FIGHTS FOR RETIREE HEALTH SUBSIDY

Solution must cover current and future retirees

On January 30, County Executive Terry Schutten recommended to the Board of Supervisors that they stop paying any of the cost of health insurance premiums for workers who retired after 2003. Both current and future retirees are affected by this recommendation. The County has maintained in recent years that there is not a guaranteed health benefit when employees retire. The Board of Supervisors determines the amount of health insurance subsidy each year.

A similar proposal was considered a few years ago, but there was not three votes on the Board of Supervisors to adopt the "no subsidy." It remains to be seen if new Supervisor Jimmy Yee will support cutting health benefits for retirees.

UPE is working with a coalition of County unions to fight this proposal and the alternate proposal by the Sacramento County Retirees Association that would protect current retirees but stop health subsidies for anyone who retires after May 2007.

UPE believes that either proposal would be illegal and

vows to fight to protect health benefits for current and future retirees. UPE leaders, staff, and members were out in force, along with retired members, at the January 30 hearing. Office Tech Chair, Grace Brooks de Fernandez and Board of Directors Chair James Starr addressed the BOS along with UPE Executive Director Sandra Poole.

The Board of Supervisors are being pressured by their staff to take action now to avoid listing retiree health benefits as a liability under new accounting rules. Some fear that the listing could cause the County's bond rating to dip. While certainly those issues are a concern it is too early to panic and cut-off a critical benefit. The Board of Supervisors will likely vote on retiree health benefits on May 17th. UPE members need to contact the Board of Supervisors and urge them to maintain the status quo at least until the impact of the new accounting rules becomes clear.



Board members **Joycelyn Wakefield and Amy Tatreau**, along with Local 1 Legislative Director **Julia Jenkins** waited outside the Board chambers for over 2 hours to show support for continuing the retiree health subsidy



UPE Board member **Bruce Valentine** and retirees **Marcus Clarke, John Smith and Andy Bivens** were among the hundreds of current and former employees who packed the Board chambers.

How Does Sacramento County's Retirement Benefits Stack Up?

County Exec Terry Schutten was quoted in the Sacramento Bee as saying that retired workers can afford to pay health premiums without the County subsidy. Hardly!

County	2% @ 55 ½
Citrus Heights*	2.7% @ 55 (35% higher)
Elk Grove*	2.7% @ 55 (35% higher)
Folsom*	2.7% @ 55 (35% higher)

*These Cities contribute 3%, 4.5% or 6% of base salary into deferred compensation - Sac County: putting \$25 into Health Savings Plan

Sample Retired Employee with Proposed Elimination of Subsidy

55 year old, 25 years svc, \$36,000 salary

Gross monthly pension	\$1,403
After tax monthly pension	\$1,122
Premiums for retiree & spouse	(\$866)
Net monthly pension	\$256

25 Year County Public Servant living in
"Poverty"

Information Provided by Sacramento County Retired Employees

New Helvetia Gets Safer

The Department of Human Assistance offices at the New Helvetia site are converted apartments. The design for the offices was done years ago and, although the offices have been in use for quite a while, there really isn't much security for Sacramento County Workers.

Ms. Isabel Garcia related this problem to the Union. The Union called the County and held an on site inspection. With Mr. James Starr, Chairman of the Welfare Non-Supervisory unit (008), and Mr. Bruce Valentine, Board member (008), the County looked over the premises while the Union described the safety concerns. The County heard what was said and acted. The safety of the workers at the New Helvetia has been decisively changed for the better. This transpired because one concerned member and employee called the Union for assistance. Good work Isabel!

Have you moved?

We want to stay in touch with you!

In a few weeks we will be mailing the annual audit report to each member.

Please make sure that we have your correct address, classification, worksite, and phone number.

You can change your information on our website at www.upe1.org/cont.html

PERSONNEL



"This is the perfect job for people who don't want to worry about overtime pay, health insurance or retirement programs."

FAMILY DEATH LEAVE PAID

A member in the Office Technical Unit (005) had a death in the family. The member requested Family Death Leave; however, the member was on a 9/80 schedule. Although the member shorted the paycheck by 4 hours. The member talked to the Steward, Laurie Jones. Steward Jones determined that a contract violation had occurred and assisted in promptly resolving the matter.

Unlike most other County contracts, the Office Technical contract reads: "Such absence for family death shall be limited to time which is required and shall not exceed five (5) days for any one death."

The county asserted that five days meant forty-hours; however, the Union demonstrated that five days meant five days not forty hours and the member was owed the other four hours pay. The county paid the four hours.

Subsequently, the County tried to change this language in the Office Technical contract to 40 hours, but the UPE negotiating team resisted this and the language remains as 5 days.

(Should you need to use bereavement leave, check your contract to see if Family Death leave is 5 days or 40 hours)

FAILURE TO ACCOMMODATE COSTS COUNTY BIG BUCKS

A member recently won a huge settlement with the county in regards to the county not providing his ADA accommodations as prescribed by his physician. The member had attended the interactive meeting with the county in that meeting both sides agreed on equipment needed for the member, in order for the member to complete the essential functions of his job. The county provided some but not all of the needed equipment which caused the member to rack up regular ongoing overtime in order to keep up with the workload. The member at first was not turning in the overtime believing that the county was really trying to provide the equipment needed but later found out that that wasn't the case. The member called HR to find out what were the timeframes in which to submit overtime worked and was told it is a year from the date of working the overtime.

The member tried repeatedly to get the county to move and finally contacted the union for assistance. UPE called for another interactive meeting to find out where the holdup was in providing the member with the needed accommodations. The disability compliance officer directed DHHS staff to secure the needed accommodations ASAP! With the accommodations in place the only outstanding issue was the overtime pay. The county had paid a small portion of the overtime pay but was refusing to pay the bulk of it stating it was untimely. Due to the persistence of the member, shop steward and business agent, we settled the overtime grievance to the member's satisfaction.

PAST PRACTICE RULES CAN BE ENFORCED

Often the County claims they can make whatever rules they want. But that is not necessarily true. Prior to changing any rules or past practices related to your working conditions, at the very least the County must meet with the union. You are the eyes and ears of the union in the work place and we count on members to notify us when the county tries to change your work rules or working conditions.

They tried changing a 'past practice' in Department of Human Assistance. Chief Steward James Starr was told that during the strike taken against the County, intake cases were being passed on to other workers. Mr. Starr confronted management with the situation stating, "It is and has always been a past practice that whoever initiates an intake, keeps the case until it is completed."

The County concurred with Mr. Starr's assertion regarding A-100 and returned the intake cases to the people who initiated them.

Winter puts a Chill on Members' Budgets Assistance for lower wage families available



Bills for increased heating costs will hit in February. The unexpected cold snap will put a major dent in many members' budget. There may be help available.

PG&E also has two programs to lower your bill, CARE and FERA. You can save as much as 20% on your bill. PG&E bases eligibility on income and number of family members. The amount of discount is based on the income level. Many working families will qualify, for example a family of four with an income of \$50,600 can qualify for lower rates. You can apply by contacting PG&E at 1800 PGE5000 or on their website www.pge.com/res/financial_assistance/



SMUD also has a low income assistance program that can lower your bill 30-35%. Eligibility is based on income, for example a family of four with income up to \$35,400 is eligible. To sign up or for more information contact SMUD at **1-866-675-6624** or **online** www.smud.org/residential/bill/eapr.html



You can receive both of these discounts at the same time.

**Reminder:
Stewards Council Meeting
February 15th 6:00p.m.
UPE #1 Office
5370 Elvas Avenue
Please R.S.V.P. at 736-9503**

Notes from the Executive Director

By Sandra Poole



January was a sad month for those of us at UPE. Our former Local 1 General Manager Henry L. Clarke died on January 4th. Henry was founder and General Manager of Local 1 for over 35 years. He remained involved in the union after his retirement

His memorial service was attended by hundreds of people from every walk of life— people he fought with and people he fought for. For me it is a very personal loss since Henry was a dear friend, mentor and father figure.

Henry is noted for many accomplishments in his life; but there are two things I'd like to share with all members.

First, Henry really cared about people and he always had the courage to stand up for what was right, no matter the personal cost. He made everyone around him stretch to meet his level of ethics and caring.

I remember him telling me about the times in the 1950s when he volunteered with the NAACP in the East Bay busting apartment owners who wouldn't rent to people of color. That's the way he was... he saw a wrong and had to do what he could to right it. He believed we each have that responsibility

This is the same attitude that led him to become the leader of the Independent Union movement in California. He believe in unions but even more that WORKERS should run their unions. He discovered that the international unions were often too remote for members to make real decisions. He built that member control into every aspect of Local 1.

Each time you step up to right an injustice or make the union stronger, Henry's legacy will live on.

FREE CREDIT HISTORY REPORTS FIGHT ID THEFT

One of the best ways to protect yourself from identity theft is to monitor your credit history. Thanks to federal law, you can do that for free. Consumers can get one free credit report a year from each of the three national credit bureaus: Equifax, Experian and Trans Union.

Checking your credit reports at least once a year is a good way to detect signs of identity theft early. The sooner identity theft is discovered, the easier it is to clear up. Checking your credit reports also lets you identify errors that could be raising your cost of credit.

You can order your free report online at www.annualcreditreport.com or by telephone at 1 877-32208228

Even a Little is Too Much

A member from in the Municipal Services Agency wasn't feeling well and made an appointment to see her doctor. She waited until her lunch time before leaving. The doctor sent her home for the day. She informed her boss and the doctor also sent a medical excuse via fax. The county claimed that she left early for the appointment and were going to dock her two-tenths of an hour on her next pay check.

She called UPE for help. After a very short meeting where the Union pointed out that she did not leave early and threatened to file a grievance if she was docked, management agreed that she would not be docked the two-tenths of an hour. When you are being treated unfairly, even a little is too much.

Union Stops Airport's Planned Negative Policy Changes

Recently UPE resolved disputes that arose when the Department of Airports tried to change the long-standing vacation policy. The union met with day and night shift employees who overwhelmingly wished to retain the old policy. The Union was able to convince the employer to return to the past practice. The employer also agreed to complete the annual shift bid process prior to opening bids for vacation periods to avoid conflicting dates and maintain desired coverage.

The union continues to closely monitor the dispatch center policies, and reports of abusive supervision. The union in conjunction with employees has filed workplace harassment complaints, and a class action grievance regarding interference with use of sick leave. The union will be meeting with the County Labor Relations Office regarding the Airports refusal to consistently follow the negotiated cell phone policy.

Message from JAMES STARR

Greeting, Union Sister and Brothers.

2006 is over and what a year it was!

Many months of increasingly bitter contract talks, a County general strike, and finally, contracts in place.

Now 2007 has dawned and with it some challenges that UPE must face:

1. Enforcing the contracts we won. Sacramento County has made every excuse in the book for delaying some of the pay increases we achieved in the new contract, such as the increase in Language and Culture Special Skills Pay that should have been paid starting last October. The union is treating these delays as contract violations. The Special Skills Pay issue is headed for binding arbitration unless the County quickly does what the contract mandates.
2. Building our union's strength and effectiveness. Your union leadership has identified several issues to be pursued in the next year: Improving our system of member communications, developing a new training curriculum for Shop Stewards (the backbone of the union!) and finding the money to establish a Strike Fund.
3. Defending against attacks on our benefits and pensions. By now most of you will have heard about the County's proposal to eliminate the Retiree Medical Insurance Subsidy. The County claims it must take this action because of funding problems and new pension accounting rules, but Sacramento County seems determined to be first in the race to the bottom, taking a more extreme position than any other local jurisdiction. UPE and other unions in the Bargaining Coalition are meeting together to oppose the County's latest move.
4. Developing a more robust Political Action Program. Almost every other goal we have depends on being able to influence the decision made by the County Board of Supervisors and to some extent the State Legislature. But it all hinges on whether UPE members will turn out during election season to help elect public officials who recognize the value of public employees and the work they do. We need to realize the power we potentially have and put it to work!

That's a partial list. There's a lot of work ahead. I wish you all a very Happy New Year.

Yours in Solidarity,

James Starr



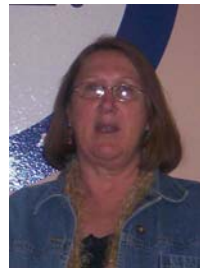
James Starr, Chair UPE Board of Directors

Office Tech Board Seats New Members and Elects Officers

The Office Technical Governing Board seated newly elected members at the January meeting. Joining the Board are Jackie Delph, Maria Celia Johnston, Patricia Merritt, Ernestine Stoddard. Richard Williams was elected to the Board following his appointment to a vacancy last year. Governing Board officers for 2007 are Grace Brooks de Fernandez, Office-Tech Board Chair, Brian Williams, Vice-Chair, Lona Bradford, Treasurer, and Ernestine Stoddard, Secretary. The Office Technical Governing Board meets on the 1st Wednesday of each month. Members are encouraged to attend.

New Directors Elected, James Starr to lead Union in 2007

The UPE, Local #1 Board of Directors held their first meeting of the year on January 9th. After welcoming new Board members Margaret Salvemini (Services Chapter) and Peggy Patton, (Eligibility Chapter) and re-elected members Bev Kearney, James Starr and Joycelyn Wakefield, the Board elected officers for 2007. Officers for the Board of Directors are James Starr, Board Chair, Amy Tatreau, Secretary. The Board of Directors meets the 2nd Tuesday of each month.



Patricia Merritt

Maria Johnston

Richard Williams

Margaret Salvemini

Peggy Patton

Office Technical Governing Board Election Results

Office Chapter

Jacqueline Delph	68 elected
Sandra Faria	40
Maria Celia Johnston	62 elected
Patricia Merritt	62 elected
Demetrice Wheelwright	49

Technical Chapter

Carl Baum	49
Richard Smith	43
Ernestine Stoddard	54 elected
Richard Williams	59 elected

005 Not pictured:

Jackie Delph

Ernestine Stoddard



Board of Directors Election Results

Eligibility Chapter

Deborah Erby	52
Chris Jenkins	62
Peggy Patton	91 elected
James Starr	110 elected
Joycelyn Wakefield	107 elected

Services Chapter

Dirulislam Abdullah	30
Beverly Kearney	80 elected
Treva Owen	46
Terrance Perkins	40
Jay Redden	22
Margaret Salvemini	57 elected
Sarah Singleton	56

Apply for Education Incentive NOW!

How Much Is the Incentive Pay?

30-59 Units: 2.5%

60 or more Units: additional 2.5% (a total of 5%)

Who is Eligible?

Individuals in certain job classes are eligible for the education incentive. The eligible classifications are listed with the County form and also are in the current contracts. www.upe1.org/contracts.html Office Technical 005 contract section 14.8 and the Welfare Non Supervisory 008 contract section 12.6

How Do I Apply?

Request a copy of the Education Incentive Pay Request form from your departments' HR staff or get a copy from the "Forms" page at the County's intranet site: <http://insidehra.saccounty.net>

Deadline For Retroactive?

If you already meet the requirements you may have the Incentive applied retroactively. If you are eligible, you must submit your request right away. There will soon be cut off for the retroactivity. Even if you don't have your proof of units completed you should submit your completed form to the your HR office NOW! If you complete your units after the deadline or miss applying, you will still be eligible for the education unit incentive pay, just not retroactively.

Two New UPE Business Agents Here to Help Members

As part of UPE's continuing commitment to improving member service, we have started the New Year by adding a new Business Agent position. We have hired Larry Edginton to fill it and he has already been out meeting members employed in the Court's and Probation Department.

Larry is a dedicated trade unionist and he brings a wealth of experience to UPE. Starting as a steward he has had a life long career as a worker advocate. In the public sector, he has experience in representation and negotiating for city, county and State of California workers.



Larry also worked at the International Union level in Washington, D.C. He developed and provided training programs for Local Unions across the U.S. and Canada. In addition, Larry also was recognized for his expertise in employment standards and workplace safety and health by several Federal Advisory Committee appointments from the United States Secretary of Labor.

UPE, Local #1
PRESENTS
FRIDAY NITE AT THE MOVIES

Free movies
Free popcorn



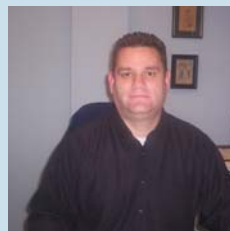
Last Friday of Each Month
UPE, LOCAL 1 HALL
5370 Elvas Ave
6:00 pm

February 23rd Movie
10,000 BLACK MEN NAMED GEORGE
The story of how A. Phillip Randolph organized railroad porters into the first Black union in America

2002 Drama - starring Charles Dutton, Andre Braugher, Mario Van Deebles - Directed Robert Townsend rated R

Low cost beer, wine, and soda available
FAMILIES AND FRIENDS WELCOME
Sponsored by UPE Community Connection
Committee - Joycelyn Wakefield chair
Please RSVP info@upe1.org

Edgard Mayorga joined the UPE staff as a Business Agent in June. Prior to joining the team, He worked for Sacramento Superior Court for 15 years. As a Court employee, Edgard served on the UPE Court Governing Board. During his tenure on the Courts Governing Board he played an intrical role in the negotiations for the court contract and the Court Strike. He currently is UPE's representative to the Chavez Day organizing committee. Edgard was born in Managua, Nicaragua and currently resides in Sacramento, with his wife Lisa and their two sons. In addition to his work for UPE members, he is pursuing a Bachelor's degree in Spanish. Edgard is currently assigned to assist members at DCSS, DRR, DA's, and Clerk Recorders.





James Starr and Ed Lucas check out his plaque

Super Stars—2006 Ed Lucas and Sarah Singleton



James Starr thanks Sarah Singleton

2006 was a year where so many members 'stepped up' and did so much to build the union and help their co-workers. In fact, an unprecedented 404 UPE members will receive "LEADERSHIP" pins and certificates. Each year two members are awarded the SUPER STAR award. This year's recipients did it all! Besides BAC, Sarah and Ed are Stewards, Picket Captains, involved in political action, on PSWs— they are just 'always there' when needed. Ed walked numerous precincts for UPE's endorsed candidate Larry Carr while Sarah became the unofficial voice of the Negotiations Team through her witty and informative email tree. "THANK YOU" to Sarah and Ed and all those UPE members who worked so hard in 2006.



Steve Wolfanger's leadership of the Office Technical board and unit was honored by new Chair Grace Brooks de Fernandez

On January 25, UPE honored Assembly-member Dave Jones with our first ever, **LEGISLATOR OF THE YEAR** award. Jones, has always been an outstanding friend to working people in Sacramento. During the strike, Jones assisted UPE and even walked the picket line with UPE members. At the Member Appreciation celebration, Jones applauded the work of UPE members in the community and said he was proud to stand with them in their recent struggle for decent wages and working conditions.



Assemblymember Jones demonstrated his picketing technique at the awards ceremony.

UPE , Local #1 Staff

Executive Director	Sandra Poole poole@upe1.org	Executive Assistant	Carol Cabana cabana@upe1.org	
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Support Staff	Teri LeCheminant lecheminant@upe1.org	Emil Flores flores@upe1.org		