



The News

NEGOTIATIONS HAVE BEGUN!!!

Negotiations—for those of you who are new members or have not previously worked in government, one big question often asked is “What does this have to do with me?” Or even, “Why should I care and/or belong to a Union?”

When working here at the County, you are represented by a Union depending on the job classification you hold. There are quite a few Unions representing members here at El Dorado County; Operating Engineers Local #1 (OE 3), Trades and Crafts, Unrepresented Management (UM), Deputy Service Association (DSA) to name a few, and of course, Local #1 which is the largest Union representing the greatest number of members in our county. When working together, this creates a force to be listened to.

EDCEA, Local #1 represents members that are in the General, Professional, and Supervisor Units. The job you interviewed and subsequently were hired for, will define the job classification's unit.

PEU, Local #1 AFSCME is located in Concord, CA. We are an affiliate with our satellite office located in Placerville. Local #1 has a staff of 3; Executive Director Jere Copeland, Director of Field Operations Richard Boyd and Office Manager Kim Ivester. There is a Board of Directors that meet the first Tuesday of each month (quarterly held in South Lake Tahoe) and help determine the Union's course of actions.

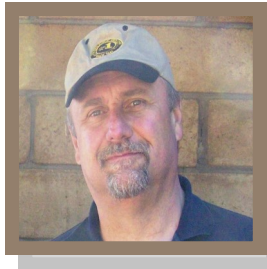
In order to keep in touch with our members, we have a Board of Directors that consists of your fellow County members, who volunteer their time once a month to meet and discuss items of interest. The Board is comprised of Officers and Directors from many of the different departments in the County. Currently, we have Directors from the Surveyor, Informational Technology, Assessor, Transportation, Child Support Services, HHSA—Admin and Finance, HHSA Social Services, HHSA Mental Health, and more.



By Jeff Whitford,
EDCEA President

Why be involved? We are Stronger Together!!

Negotiations: WHY do they take so X*X long?



By Jere Copeland

We have heard a lot of frustrations on why bargaining takes so long. We are among the frustrated, but let me explain a little of the process. To begin with, we had the year extension before we started at the County's request. When we started in late November, it was still the plan that the results of the KOFF Class and Comp Study (Study) would be available for these Negotiations. By Spring, it became obvious that those results were not going to be ready anytime soon. (The KOFF portion of the Study is done, but the Meet and Confer necessary to complete the process has not yet begun).

The County wanted to delay Negotiations again to complete the process, but that is unacceptable to us, so we continue to bargain.

Secondly, the original lead County Negotiator for bargaining left in late May and the County had to bring in a new Negotiator. We have met twice with him and Negotiations are back up to speed with our next session set for August 17, 2017.

That will be an important bargaining session, as we should get some responses to our proposals.

Please check the flyers that are posted at the work sites—we are doing a series of brown bag meetings to explain the process in more detail.

We, which means all of us, you included, are going to have to work together to get this contract done. So again, please attend the meeting and see how you can get involved to get us a Fair Contract Now!!

Top Seven Reasons Why Unions Matter!



A conversation with young workers

By Richard Boyd

Young workers today face many challenges in the workplace.

Entering the workplace is the first challenge. The youth employment rate is almost double the national average, at 13.6 per cent. You hear stories all the time of new graduates who are unable to find work in their field. Unpaid internships and short term coop placements are the norm. Job insecurity is rampant. Many young workers have to work two or three jobs to make ends meet. Part time and contract work is common. Soaring housing prices, lack of affordable child care and crippling levels of student debt for graduates mean putting off starting a family for many, and struggling just to get by for others.

These were just some of the issues identified by young workers at the Canadian Union of Public Employees' first ever young workers strategy session. The three day meeting brought together over 60 young people from all across Canada to have their voices heard and discuss getting young people involved in the labor movement.

There is a perception amongst union activists that young people today are apathetic and don't care about unions. The conversations had over those three days however, showed that young people are ready to get involved and they want to take action. The words below are taken directly from the quotes of young people participating from across Canada. They remind us of the vital work that trade unions do on behalf of all society.

Unions allow workers to become united and to mobilize and come together during times of collective agreements and negotiations. Unionization is important to raise the standard of living for its workers and for society and social programs. Unions make life better for people everywhere. Even if you are not in a union, you enjoy things that have become the norm because unions have fought to make it that way. Unions are there to raise everyone up – it should be a race to the top, not a race to the bottom.

Unions help make a workplace fairer. People know when they are not being treated justly, and equate unions with fairness. In a unionized workplace you have a voice and an advocate. Whether you are a worker with a disability or from another group, you have voice.

CONT. UNIONS pg 3

What is AFSCME Strong?

By David Cox

AFSCME Strong is Our Plan:

We have a plan and the power to protect the jobs, financial security and future of AFSCME members. That plan is AFSCME Strong. We know that in order to survive we need stick together and be strong.

It's Our Turn:

For too many years, public service workers (and actually most Americans) have seen their job security, wages and benefits, and retirement security erode — even though for the top 1 percent things have been great. Now, when it's our turn to make things better for our families, they're trying to cripple our union. We're not going to let that happen.



David Cox, Organizer
AFSCME Intl.

Bold Vision:

- ⇒ AFSCME Strong is a bold vision of building a strong union of committed members.
- ⇒ A union that connects to all public workers.
- ⇒ A union that has power on the shop floor, at the bargaining table and at the state legislature.
- ⇒ It's building a union that 100% of our members will be loyal to.

Step 1: Organizing Member to Member.

AFSCME Strong makes organizing job one. In the next year, 5 percent of AFSCME members will receive in-depth training on how to reach and connect with coworkers. These AFSCME Strong member activists will be the engine that drives our effort to engage 80 percent of our members, one conversation at a time.

Step 2: Political Power.

Many of the corporate politicians that are hell bent on wiping out the labor movement won during the last election. We need to do more and do better when it comes to advocating in the political process for candidates that care about the working class.

Step 3. Support and Accountability.

We are all in this together. AFSCME Strong is structured to help locals, councils and the national union share resources, best practices, and information.

In Solidarity, David Cox

CONT. UNIONS

A union is there to be strong and united and to be there for workers in their struggles. We live in a global world. It is important that unions can do international solidarity work and stand up against human rights violations. Unions are instrumental in fighting for workers' right to safety in the workplace. It is young workers that are often hurt on the job, and unions fight to protect them. In a world where the role of unions is constantly questioned and attacked, these young workers spoke to the heart of the matter of why unions matter.

**EDCEA, LOCAL #1**

2864 Ray Lawyer Dr., Ste 202
Placerville, CA 95667-4004

Phone: 530-626-2565
800-479-2560

Fax: 530-626-2569

E-mail: edcea@peu1.org

To View Your
Board of Directors,
Check out the web—

www.edcea.org



General Membership Meetings

SLT August 10, 2017 11am—2pm

SLT Library

West Slope August 16, 2017 4:30—6:30pm

Fairgrounds—Marshall Building

INFORMATON & RAFFLE

39" Flat Screen Television

- Members will need to show their Membership Card or Identification
- Attend the Meeting, receive a Raffle ticket
- Must be present to win...a 39" Flat screen TV
- Raffle held at the end of meeting

Brown Bag Meetings - Round #2

EDC Dept. Site	Date	Time	Location
Buildings A, B & Sheriff	August 9, 2017	11:30am—1:00pm	OES, Building A Downstairs
All Tahoe Members	August 10, 2017	11:00am - 2:00pm	SLT Library Mtg Rm
Placerville Jail	August 16, 2017	12:00pm—1:00pm	Upstairs Training Rm
CSS & Probation	August 23, 2017	12:00pm—1:00pm	CSS Training Rm, Shingle Springs
HHSA—MH Victory Mine	August 24, 2017	12:00pm— 1:00pm	Motherlode Rm, Diamond Spgs
HHSA-ALL Spring St. Depts.	August 30, 2017	12:00pm—1:00pm	Public Health Conference Rm
Building C—All Depts.	August 31, 2017	12:00pm—1:00pm	Planning Commissioners