



The News

Obama's victory is an object lesson for us



By Richard Boyd

Business Agent

The people have spoken. President Obama has won a chance to move beyond the stunted progress of his first term and, perhaps, become a historic president. On the losing side, the Republican Party remains shut out of the White House and has blown a chance to take over the U.S. Senate, largely because it catered to the narrow concerns of party zealots and social conservatives who imagined themselves as the only authentic Americans but who are, in fact, way out of step with most of the people in this country.

If the Republicans continue to let Rush Limbaugh and Sean Hannity set the angry, extreme tone for their philosophy; if they continue to let anti-science religious fundamentalists dictate their social agenda; and if they think Mitt Romney fell short because he was not conservative enough when, in fact, he only began to catch on with moderate voters when he suddenly veered from his self-proclaimed "severe conservatism" and transformed back into a Massachusetts moderate; then they are doomed to become a party of the past.

President Obama was reelected by a coalition representing what the United States is becoming. Sure, a lot of aging, parochial white people do not like it – they do not like gays getting married or Latinos getting a chance at citizenship or urban

liberals telling them that we are not just a nation of self-reliant cowboys, but a diverse, multiracial society that needs to be more tolerant and economically egalitarian. But this was quite possibly the last election in which a party that seemed to represent only this traditional, white America had a shot at victory.

That does not mean a conservative cannot become president. A pragmatic fiscal conservative with an enlightened view of immigration and a tolerant attitude on social issues could do quite well. Romney could have run as just such a candidate. He certainly tried to pose as one in the final weeks of the campaign, but it was too late for him to take back all his primary campaign pandering to the right wing.

Speaker of the House John A. Boehner can take the first step in a new direction for the GOP as soon as Congress is back in session. Just because his party has gerrymandered its way into a fairly safe majority in the House does not mean he can continue to carry on as if this election did not happen. Boehner should make it clear the time has come for compromise and deal-making. He needs to tell the tea party purists in his caucus that they had their shot and it did not work. All the obstructionism and all the weird rhetoric about rape and birth control and birth certificates ultimately hurt the Republican cause.

The election was very close, but there is no disputing the outcome. President Obama won.

The country needs a fresh start. President Obama needs to be magnanimous, but he deserves a new level of respect. No more unyielding opposition at every turn. No more credence given to paranoid slanders from loud mouths and Internet muckrakers. We have a lot of challenges to deal with, from renewing the struggling middle class to facing up to the looming perils of climate change. We need both parties engaged in finding **smart**, smart solutions.

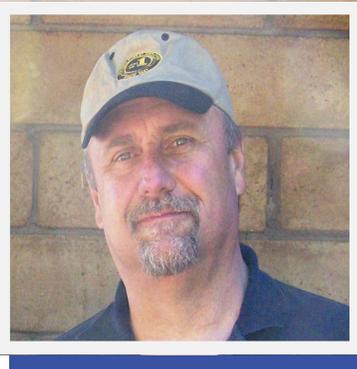
We all say we love America. For our own sake, and for the sake of the country, we need to start showing a little love for the new USA – the USA that just gave President Obama four more years....So America lets go to work!..and...

**Lets Work
Together!**

More on Pension Reform....

What Pension Reform means to you...

"Your new cost to you for your pension will be a product of Negotiations between us and the County, making it all the more important that we have your participation in the Negotiation process".



By Jere Copeland
Executive Director

PENSION REFORM

On January 1, 2013 AB 340 and a trailer bill AB 197, the pension reform bills passed by the California legislature and signed by the governor go into effect. The bills make some profound changes to public pension in California, but there has been much discussion on what those changes are. The big question for our members is "How does it affect me?" The short answer is not as much as you might think.

The majority of the changes affect new employees, those hired after January 1, 2013 with the basic change being in the formula that determines the retirement rate. Currently, our contract calls for employees hired before Oct 5, 2012 to be on a formula of 2% at 55 and those hired after that date to be on a 2% at 60 formula. The new law puts new employees hired after Jan.

1, 2013 to be on a 2% at 62 formula. What defines a "new" employee has been another question with this new law. Basically a new employee means an employee who is new to a public retirement system, or to be more specific, a system that does not have 'reciprocity' with CalPERS. What that means is that if you worked for Sacramento County and then took a job with El Dorado County, you would not be considered a new employee for pension purposes; you would be a current employee and keep your existing pension formula.

The major concern to current employees is what is this going to cost me, and there does not seem to be any simple answer. The law basically states that employees and employers can split the "normal cost" of the pension, but with a cap of 8% for our members (miscellaneous employees.) A management oriented law firm, Renne Sloan & Holtzman LLP, put out the following cost analysis in a recent newsletter:

"While employers and unions can agree to cost-sharing above 50% at any time, the required employee contribution for current members cannot be increased to

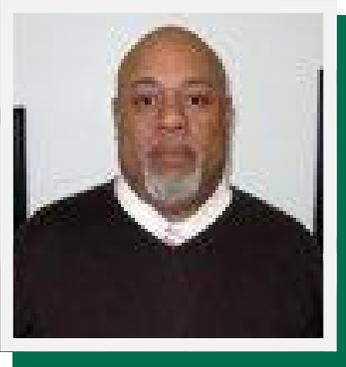
50% of the normal cost until January 1, 2018, unless the Union agrees to increase the rate sooner. And in practical terms – again, absent union agreement – the employee contribution might not ever be increased to 50% of the normal cost because the legislation limits imposed employee contributions under the PERL to 8% of pay for miscellaneous and 12% for police and fire (11% for other safety.)"

What that means is the new cost to you of your pension will be a product of negotiations between us and the County, making it all the more important that we have your participation in the negotiation process.

There are some other areas that are changed in the law, such as purchase of air time and vesting. There varying opinions on what will happen after the first of the year. I would expect that we will see some clean up legislation and/or law suits before we know the full status of the new law.



Raley's and Nob Hill workers go on strike over benefits; grocery customers stay away



By Richard Boyd
Business Agent

With thousands of grocery workers walking off their jobs at Raley's and Nob Hill stores in a bitter dispute over wages and benefits on Sunday, pickets successfully turned away many shoppers at stores from Gilroy to South Lake Tahoe, throughout the Bay Area and elsewhere in Northern California.

The strike by the union representing 7,500 workers began Sunday morning after the company unilaterally imposed new terms -- after 15 months of failed negotiations. The Sacramento-based company declares it needs to cut costs due to the heightened competition in the grocery business. Union members, conversely, say they're determined to at least keep current contract terms and not go backward.

"We are not asking for any raises," said Stan Cooper, who's worked as a butcher at Raley's and Nob Hill for 31 years and

was picketing the Campbell Nob Hill on Sunday afternoon. "We're working on keeping our current health and welfare benefits."

So deep is the division that Raley's and the United Food and Commercial Workers Union Local 5 could not even agree on what the sticking points of negotiations are or on what the company's final offer is.

If the effect of the strike on business at the Campbell store was any indication, many shoppers sympathize with the workers. Passing motorists and drivers in the parking lot honked their horns or gave numerous thumbs-up signs in support. Inside the sprawling store on West Campbell Avenue and San Tomas Aquino Road, check-out lines were non-existent.

"We are going to shop somewhere else until this is over," said Mike Lamica of Saratoga, who with his wife, Debby, didn't even park their car when they spotted pickets. Normally, they shop at the Campbell Nob Hill every Sunday.

They love the Raley's stores, known for many qualities, including their tall, accommodating grocery baskets. But Debby Lamica said she also appreciates the whole shopping experience. "The people are really friendly," she said, "the products are good and the prices are good."

Cutback fears

Apologetic shoppers who hurried past the line of pickets explained that they had to pick up a cake, that they just needed a particular item or they didn't have time to shop elsewhere.

Virginia Cherf was buying ice cream and sugar cones that she said no other store carried. Despite living in Los Gatos, Cherf said she loves to shop at the Campbell Nob Hill because of the produce and the prices.

The strike affects 90 of the company's 120 Raley's, Nob Hill and Bel Air markets in Northern California and Nevada, including 15 in the East Bay and nine on the Peninsula and in the South Bay.

Local 5 members said they worry the privately owned company is trying to cut back health benefits for workers and retirees.

"I'm fighting for my benefits," said deli clerk Sonia Khoury, who began picketing at 9:30 a.m. Sunday and planned to stay until 7 p.m.



Brown's tax measure has been his central focus since his election two years ago and will have major implications for the state's finances. "



"By soundly rejecting Proposition 32, the voters of our state said no to a deceptive initiative written by wealthy special interests, for wealthy special interests," Lou Paulson, chairman of the No on Prop 32 campaign, said in a statement.

Prop. 30 wins, Prop. 38 flames out!

California will avoid deep spending cuts to public schools and universities, and be able to pull out of the fiscal swamp without slashing other services further, after voters handed Gov. Jerry Brown's signature tax measure a decisive victory Tuesday.

Proposition 30 had an 8 percentage point lead Wednesday morning, with 99 percent of

precincts reporting.

Seventy-two percent of voters handily rejected a rival measure, Proposition 38.

Brown's tax measure has been his central focus since his election two years ago and will have major implications for the state's finances. If it had been defeated, nearly \$6 billion in automatic spending cuts, fall-

ing almost entirely on public schools, would have been automatically enacted under the budget approved by lawmakers earlier this year.

Prop. 30 will raise the sales tax by one penny for every \$4 spent for four years, while increasing the income tax on the state's highest earners for seven years. new revenue.

PROPOSITION 32: Initiative on Unions Defeated!

California voters reaffirmed their support for Labor and working people in defeating a provision that would have banned the way labor traditionally raises money to fund political activity.

The defeat of Proposition 32 became clear early Wednesday. With 75 percent of precincts reporting, Californians voted 55 percent against the measure, compared to 45 percent in support.

Following up on recent efforts to dilute the strength of unions in Wisconsin, Ohio, Indiana and elsewhere, business interests and wealthy Republicans had contributed tens of

millions of dollars to pass Proposition 32. California's major labor groups responded with equal force, spending at least \$75 million to defeat it.

"By soundly rejecting Proposition 32, the voters of our state said no to a deceptive initiative written by wealthy special interests, for wealthy special interests," Lou Paulson, chairman of the No on Prop 32 campaign, said in a statement.

Across the country, government workers have been facing political pressure to roll back pension

and retiree health care benefits that in many cases are much more generous than those received by their private-sector counterparts and are straining state and municipal budgets.

Proposition 32 would have prohibited corporations and unions from collecting money for state political activities through paycheck deductions. It would have hit unions hardest because corporations do not typically deduct money from employee pay for political activities.

California voters rejected similar ballot questions in 2005 and 1998.

Frankly, this will not be the last attack on Labor and working families...the struggle continues!

El Dorado County Library Tax Defeated

By Walter Davies
EDCEA President

Measure L, El Dorado County's bid to create a parcel tax to help maintain libraries from Cameron Park to South Lake Tahoe, was defeated Tuesday night.

With all precincts reporting, Measure L received only 44 percent of the vote, compared to 56 percent opposing the measure.

The measure proposes to level the playing field between the five zones in El Dorado County by establishing a \$17.58 per parcel tax across the region. Under the current system, each zone pays a different tax amount even though they all receive the same centralized services.

Why.... there's Zone H, which encompasses the Placerville and Pollock Pines areas and has never passed the library tax. "The fact that residents in that region don't pay to support

the library system is unequal and unfair," Friends of the Library Vice President Kay Henderson said.

Backers put another measure on the November 2005 ballot. That would have authorized an annual \$15 tax. But it fell short too, receiving just 55.3 percent instead of the needed two-thirds majority.

This time, voters were asked to approve the annual tax of \$17.58 per parcel, although some owners faced a lesser tax, depending on the type of land owned.

Measure L specified that tax increases would be tied to inflation, up to 3 percent a year, but would not exceed \$25.

She said she hopes that Measure L can change that and is cautiously hopeful that the tax initiative will pass.

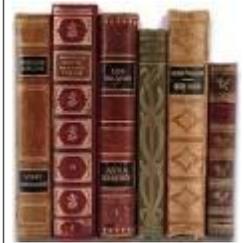
"Whenever I've talked to people, they've been positive. No one has spoken to

me in opposition," Henderson said.

Measure L would replace the four existing taxes with a countywide parcel tax to support the county's libraries for 15 years. In South Lake Tahoe, which already has a \$17.58 tax, voters won't feel many changes if the measure passes.

El Dorado County Library Director Jeanne Amos said she thinks it's likely that the county would go back to the individual zone taxes now that Measure L has failed. Unifying and standardizing the county tax across all five zones was a brand new concept,

I think we need to try again...what do you think?



"El Dorado County Library Director Jeanne Amos said she thinks it's likely that the county would go back to the individual zone taxes now that Measure L has failed. Unifying and standardizing the county tax across all five zones was a brand new concept."



candidates



It's that time again....

EDCEA Local #1 Officers' & Board of Director Election

If you are interested in being an Officer of your Union please contact us at edcea@peu1.org

Leadership,.... leadership is about taking responsibility, not making excuses.
Mitt Romney

Round One of the “One-on-One’s” /Brown Bag Meetings are Complete!!! - - So What’s Next?.....

What’s next is that we now move onto Round Two of the One—on—One’s....So what does Round Two look like?

Here are the two steps of Round Two:

1. Every member who did not make it to Round One “One –on One’s”/Brown Bag Meeting shall be contacted via US Mail (postcard) and invited to the next “One –on One’s”/Brown Bag Meeting. (see scheduled below).
2. You will be asked the following two questions A. What do you think your Union’s priorities should be? B. What are you willing to do to make those priorities a reality?



EDCEA Executive Board Members labeling the “One—on—One’s”/Brown Bag postcards.

FOLLOW UP

El Dorado Co Dept.	Date	Location
Placerville Jail	14-Nov-12	Briefing Lunch Room 11:30am-1:00pm
District Attorney	15-Nov-12	DA Downstairs Mtg Room 12-1pm
HHSA-DSS-IHSS-Little Briw—Briw Rd	15-Nov-12	El Dorado Room 11am-1pm
HHSA– ALL Depts.— Spring St.	16-Nov-12	Sr. Center Game Room 12:00—1:30pm
HHSA– EW & Housing - Under Library	16-Nov-12	Lunch Room 12:00—1:00pm
Buildings A & B, Sheriff-Fair Lane	19-Nov-12	OES Room —11:30am—1:30PM
Building C—ALL Depts.	19-Nov-12	Planning Com Conf Rm 12-1pm
CSS & ALL Members	20-Nov-12	Union Office 11:30am-1:00pm
Public Defender	21-Nov-12	P.D. Lunch Room 12-1pm
Transportation-Headington	21-Nov-12	Ready Room 11:30am-1:00pm
HHSA– Mental Health, Placerville Dr.	21-Nov-12	Motherlode Conf Room 12-1pm
All South Lake Tahoe Mbrs	21-Nov-12	SLT Library 11am-2pm

PUBLIC EMPLOYEES UNION,
LOCAL #1

Crab Feed



2013

Dinners include Hors D'oeuvres, Shrimp Salad, Pasta,

Saturday, February 2, 2013

\$45 per person

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EDCEA Scholarships ~ \$3,000



EDCEA, Local #1 invites eligible applicants to apply for three scholarships each in the amount of \$1,000. These scholarships are awarded annually for postsecondary education. The eligible applicants must be either a member or related to a member currently working for El Dorado County, and would include those who have graduated from high school, obtained their GED, or are currently a senior in high school. The eligible

applicant must be the actual member, spouse, or the (step) child or the (step) grandchild of an El Dorado County Employees' Association, Local #1 member in good standing. The application will be available at our website, www.edcea.org, or you will be able to pick one up at the Union office. You may also sign up for access to our scholarship through an El Dorado County website www.calocalscholarships.org/default.asp **The scholarship applications must be postmarked by March 15, 2013.**



EDCEA, LOCAL #1

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To View Your EDCEA, Local #1
Board of Directors,
Staff & Calendar
Check out the web—

www.edcea.org



“There are those that look at things the way they are, and ask why? I dream of things that never were, and ask *why not?*”

Robert F. Kennedy,
Robert Kennedy in His Own Words: The Unpublished Recollections of the Kennedy Years

What is the Difference between "Universal Coverage" and a "Single-Payer System"?

Question: What is the difference between "universal coverage" and a "single-payer system"?

You may hear the terms "universal coverage" and "single-payer system" mentioned in discussions pertaining to health care reform. What do they mean? What is the difference between them? As you'll see below, "universal coverage" and "single-payer system" are two separate yet closely related concepts.

Answer: "Universal coverage" refers to a health care system where every individual has health coverage. According to the U.S. Census Bureau, there were 46.6 million Americans without health insurance coverage in 2005. In contrast, there are no uninsured Canadian citizens - their government-run system provides universal coverage.

A "single-payer system" is one in which there is one party - usually the government - responsible for paying health care claims. This contrasts with the current U.S. health care system, where thousands of private insurance companies are responsible for paying some claims, while federal and state governments are responsible for others.

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- Theme Parks
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PEU PERKS Registration:

- 1) Click on Register Now (tab at top of home page).
- 2) Enter your Company Name (call us).
- 3) Follow step by step instructions. A temporary password is given which can be changed later.

LIDDELL CHIROPRACTIC



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Placerville 530-626-3440

2864 Ray Lawyer Dr. Ste. #102, Placerville
Just off Placerville DR Next to Raley's

Cameron Park 530-626-3433

2555 Greenwood Lane Ste. A, Cameron Park
Take Hwy 50 to Cambridge to Merry Chase & Right on Greenwood Lane.

Dr. Liddell will offer a 25% discount for all chiropractic services to all EDCEA, Local #1 members when they show their membership card. This offer applies only to cash patients with no other insurance affiliations

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Contact us at edcea@peu1.org