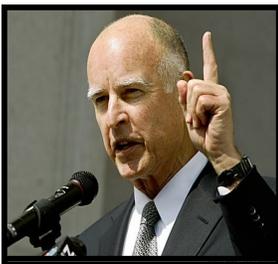




## The News

### GOVERNOR BROWN FIXES FLAWED PLA



California Gov. Jerry Brown (D) signed into law this week a bill that says local governments cannot issue blanket prohibitions on project labor agreements (PLAs) without losing state funding for public works projects. Los Angeles and San Francisco recently approved PLAs for projects that will create tens of thousands of good,

middle-class jobs. But other cities—including San Diego— have tried to ban the agreements. Around the country, Republican lawmakers with model legislation from the American Legislative Exchange Council (ALEC) have been pushing bans on PLAs.

PLAs are pre-hire agreements between labor and management. The agreements generally require construction jobs to be filled by local workers, include diversity requirements and establish wages and work rules covering over-

time, working hours and dispute resolution. They also ensure that safety guidelines on the job site are enforced and protect taxpayers by eliminating costly delays due to labor conflicts or shortages of skilled workers. In California, a bill similar to the legislation Brown signed was approved last year, but Republican lawmakers claimed it contained a loophole that would allow municipalities to ban PLAs. The new law,

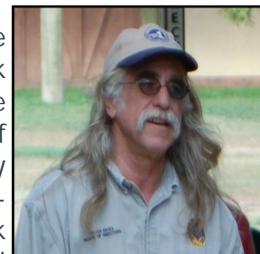
says Cesar Diaz, legislative director of the State Building & Construction Trades Council of California (SBCTC): ...makes it crystal clear that local governments must remain free to consider whether to use PLAs if they are to receive state funding for construction projects.

### HEY!....What Do Unions Do....?

Unions are about a simple proposition: By joining together, working women and men gain strength in numbers so they can have a voice at work about what they care about. They negotiate a contract with their employer for things like a fair and safe workplace, better wages, a secure retirement and family-

friendly policies such as paid sick leave and scheduling hours. They have a voice in how their jobs get done, creating a more stable, productive workforce that provides better services and products. Always adapting to the challenges of our nation's evolving workforce, unions are meeting the needs of work-

ers in today's flexible and nontraditional work environments. Because no matter what type of job workers are in, by building power in unions, they can speak out for fairness for all working people in their communities and create better standards and a strong middle class across the country.



By Walter Davies  
EDCEA President

Volume 1, Issue 1

May 4, 2012

#### Special points of interest:

• On April 30, 2012

CPS Social Workers Demanded a meeting with Director Nielson to seek resolution on the following issues:

1. After Hours
2. Unequal application of Comp Time
3. Retention and Recruitment
4. Overall hostile/Toxic working environment

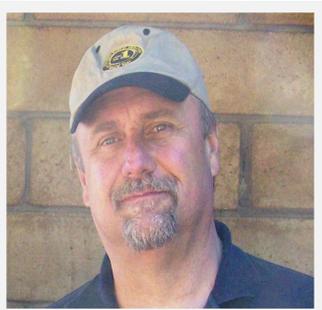
*Stay Tuned Everyone...*

*We will keep you in the loop!!*

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## Know Your Contract—Overtime Defined



By Jere Copeland  
Executive Director

Overtime – When do I get it and do I have to work it?

There are always questions coming in on overtime, when does someone get it and can the County require you to work it. Some of the confusion is because the definition of overtime has changed in each of the last two contracts. Two contracts ago, the definition changed to count only the hours actually worked as counting toward overtime, and, in the last contract the definition again changed to include holidays as “time worked” The current definition is:

*Definition: Except as provided in Section 4 below, overtime shall be defined as any Authorized time worked*

*beyond forty (40) hours in one work week. “Time worked” shall not be defined to include holidays, administrative leave, vacation, authorized compensatory time off, sick leave for work related illness or injury and sick leave.*

*Effective the first pay period containing July 1, 2011, holidays will be included in the calculation of “time worked”.*

The contract tells at what rate overtime is to be paid and whether you will be paid or can take it as comp time.

*Compensation: Overtime shall be compensated at one and one half (1-1/2) times the employee's basic hourly rate of pay, or at the employee's request and with the department's approval, compensating time off (CTO) may be taken at the rate of one and one half (1-1/2) times off for each hour worked in lieu of overtime pay.*

Article 3 County Rights

of our contract does state that the County can require overtime, however, it also states that:

*D. In no case may an employee's work schedule be changed during the work week when the purpose of such change is to avoid overtime compensation, unless agreed to by the employee.*

That means your supervisor can tell you they need you to work overtime tonight to finish a project, but they cannot tell you to come in late tomorrow to make up for it unless that is what you want to do.

There are other overtime issues that come up, such as equitable distribution or opportunity, but each of these needs to be looked at on an individual basis as a variety of rules may apply.

If you have any questions on overtime, contact your shop steward or give the office a call.

“Two contracts ago, the definition changed to count only the hours actually worked as counting toward overtime.”

## The “Servicing Model” vs. the “Organizing Model” of Unionism



By Richard Boyd  
Business Agent

The Service model unionism is by far the most widely used model of union organizing past and present. The service model union has been compared to purchasing insurance from an insurance company. Members pay a fee for an “insurance policy” in case they ever experience disciplinary problems on the job. In the most severe examples, the only interaction members have with their union is if they need workplace representation. Staff and elected leadership solely handle the activities of the union, including contract negotiations and grievance proceedings. Members in this model generally feel distanced from the union leadership. They are very unlikely to become involved.

In the “Servicing Model” Members expect service

and the Union staff provides the service. “Insurance Policy” service includes:

- Negotiating and enforcing contracts
- Handling personal grievances, discipline and other disputes

This is purely “reactive unionism.” Or as I have quoted “We are putting out a grass fire one blade at a time and praying that we don’t get burned.”

### Organizing Model of Unionism

In the organizing model of unionism, members run the union. Members pay dues to pool resources, facilitate access to the tools members need, are involved in the decision-making process and ultimately take ownership of their own union. Members and staff work in conjunction to negotiate contracts, process grievances, develop political leverage, among many other tasks. A continual focus of the union is on organizing. In other words, a premium is placed on communication with members in order to facilitate union democracy and build a stronger union.

Stability in leadership is maintained as leaders tend to move into different active roles. Put simply, the organizing model union is a union

of individuals, while the service model union is a union for individuals. When you look at it this way, you can see that an organizing union is better suited to mobilize and make substantive change. By constantly stressing ownership and community, the members of the organizing model union more easily come to understand that their greatest source of power lies in their ability to act and gain leverage. This type of union is as strong as the people that make it up. Members see themselves as the Union; Staff and officials lead by educating and mobilizing the rank and file membership

- Staff and members: Set goals and strategy together
- Take collective action to solve problems

This approach is in my opinion “proactive unionism” I firmly believe in the organizing model. When workers come together as a union, their collective voice provides a counterbalance to the unchecked power of employers.

Email me and tell me what you think...

[rboyd@peu1.org](mailto:rboyd@peu1.org)

“By constantly stressing ownership and community, the members of the organizing model union more easily come to understand that their greatest source of power lies in their ability to act and gain leverage.”



El Dorado County Employees Association, Local #1

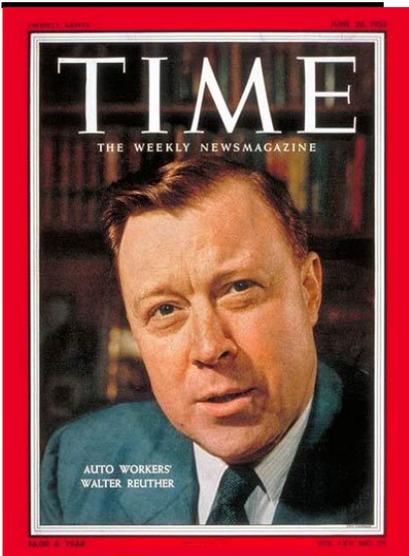
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To View Your EDCEA, Local #1  
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Staff & Calendar  
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"There is no greater calling than to serve your fellow men. There is no greater contribution than to help the weak. There is no greater satisfaction than to have done it well."

Walter Reuther

## EDCEA, Local #1 Proudly Announces Our 2012-2013 Scholarship Winners

EDCEA, Local #1 Scholarship Chair Lisa Blake, is proud to announce the scholarship winners for the upcoming 2012-2013 school year. Each applicant receives \$1,000 towards their secondary school endeavors. And the winners are... First place, *Anonymous*, until they have attended their awards night at their High School. Placing second this year is Jessica Smith, daughter

of **Linda Silacci-Smith** who works in Placerville's CAO Administration Department. Our third place winner is Brad Bresnahan son of **Brian Bresnahan**, who works for the Health Services Department. CONGRATULATIONS to these fine students. Reminder-EDCEA, Local #1 scholarships are available each year for yourself, spouse, (step) children and (step) grandchildren who are already attending or plan on attending a

secondary school the next school year. Your Board of Directors vote on the number, and amount of each scholarship with a minimum of 2 scholarships, at \$500 each as per EDCEA, Local #1 Bylaws. We encourage all to apply who meet these qualifications.



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POWELL'S STEAMER CO. & PUB are now offering El Dorado County Local #1 members a 10% discount off any weekday lunch. Please show your membership card to receive your discount.

**LIDDELL CHIROPRACTIC**

**Two Convenient Locations**

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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

# EDCEA Membership Benefits

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