



Count me in!

www.edcea.org

MARCH 2020

Message From The President

Dear EDCEA Brothers and Sisters,

I want to take this opportunity to let you know about what's going on with our NEGOTIATIONS. Let's start with who is on the Negotiation Team. You may remember that a while back we asked the membership to submit applications if they were interested in being part of the team. Numerous members applied. The applications were reviewed by the Board of Directors (BOD) and six members were selected. A list of the entire team can be found on <https://www.edcea.org>. I am on the Negotiation Team as is our Business Agent Roland Becht.

When you get a chance, reach out and support your Negotiation Team members. Let them know that you appreciate all their efforts. Remember that our Business Agent Roland is the only team member who is paid to be on the Negotiation Team, everyone else is a volunteer. Like all of us, they are busy with work responsibilities, family life, extra -curricular activities and responsibilities. GO Team!!

We had our first Negotiations meeting with the county on February 4th. At this first meeting we set the ground rules for the negotiation process. We also requested an extensive list of information from the county. The information we requested will help us determine the best course of action based on the county's financial status.

Behind the scenes the negotiations team has been working on the proposals we want to submit to the county. Besides the monetary and benefits issues, some of the changes we want to

make are non-monetary. They involve clarifying and improving contract language. A few words can make a big difference!

I would encourage every member to read the MOU. If you don't have a copy you can find it on <https://www.edcea.org>. As you read it, ask yourself, does what you are reading make sense? How does what you reading make a positive or negative difference for you or a co-worker? If you would like to send the negotiation team a change suggestion, rewrite a section or suggest additional language PLEASE DO! We WANT your input. Submit your ideas directly to me or to any member of the negotiation team. Once again, a list of team members can be found on <https://www.edcea.org>.



I thought that it might be a good idea to talk a little about the negotiation process. In negotiations there is always a give and take. We all know that. but it may be hard to take if you are in a classification of a few people whose needs get bargained away for a

bigger win elsewhere. It would be great to think that the county (like a parent) would not put their employees in this situation, however that has not been their history. Remember we will win as a membership if we think about the big picture and the future. What we don't win today we will go after tomorrow. We are always going for all of us!

The Negotiating Team wants to make sure that members are informed about the progress of the negotiations. We will post a brief synopsis to EDCEA.org <https://www.facebook.com/unionlocal1>. Also, an email will be sent to all member county email addresses following each bargaining session.

I hope this gives you all a bit of insight as to the negotiations process. If you have any questions or concerns contact the Union Office located at 2864 Ray Lawyer Dr. Suite 202, Placerville. The office is open Monday through Friday from 8:30am to 4:30pm, closed from 12:00pm to 1:00pm for lunch. The phone number is (530) 626-2569 or you may email the office at laura.ghione@ca.afscme57.org. It is always wise to remember when utilizing the County's email system, to be a bit discrete in your correspondence. If you have to ask 'What is my Union doing for me? You might consider attending a meeting to find out, talk to a Site Representative or a Board member. Hope to see you all soon.

In Solidarity, Rebecca Klare, EDCEA President

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About our Members

Greg Hicks

Placerville's Chief Shop Steward

By Melissa McCann/J. Wilson



I met with Greg to find out more about his job within the county and his role as a Union Chief Shop Steward. I am thinking about becoming a Shop Steward so I thought this might be a perfect opportunity to learn more about what a Shop Steward does; not to mention what a Senior Civil Engineer does for the county!

Greg's main job is a Senior Civil Engineer. He is responsible for helping to make all of us safe. He reviews the plans that are submitted for bridges, sewer

designs, road projects etc. Greg makes sure that these "ordinary" infrastructure projects that we all rely on to be safe, are in fact what they should be, meeting state and county codes. We are grateful for Greg and the rest of the county team that works in this capacity!

Greg's job reflects his commitment to doing the right thing. So, when it came to being a Union member it was natural. Greg wanted to make sure that everyone around him (including himself) had good pay and benefits. The only way to do that is to be part of a group that advocates for those goals. There is power in numbers and the Union is Power in Numbers!

Greg has been a Local 1 member since July 5, 2000. He laughingly described his becoming a Shop Steward two years ago as being "Conscripted/pressed into service ". Since our Local was very short on Shop Stewards at that time he said that his learning curve was "Baptism by fire".

Fortunately for us Greg survived his initiation into Shop Stewarding. Because, since he started in this important Union role, he has attended many interviews with employees and management, helping to work through and resolve issues for members. He has been there to support Union members, making sure that their rights were upheld. On more than one occasion he has worked with the Business Agent on more involved situations.

Greg has found that being a Shop Steward is a very rewarding role that he deeply values. We are all very grateful and appreciate you being there. Thank You, thank you!

If you are interested in being a Shop Steward call the Union office at 530-626-2569.

Family Fun Spring Festival

EDCEA, Local #1 Members & Your Families are invited!

When: April 18, 2020
Where: Tahoe Bowl
1030 Fremont Ave
South Lake Tahoe, CA 96150
Time: 6:00 – 8:00PM



\$ 2.00 per MEMBER which includes your family
Pizza * Bowling & Games * Prizes

Family Fun Spring Festival

EDCEA, Local #1 Members & Your Families are invited!

RESCHEDULED DUE TO CORONAVIRUS

NEW DATE:

When: May 2, 2020
Where: Cameron Park CSD
2502 Country Club Dr,
Cameron Park, CA 95682
Time: 6:00 – 8:30PM

\$ 2.00 per MEMBER which includes your family

If you have any question please contact
Maria Rosas or Shelley Frank:
maria.c.rosas.mr@gmail.com and snicoleg@yahoo.com

What is a Shop Steward

Adapted from Local 986... Link by Josh Neely

Shop Stewards are the backbone of the Union. They work hard to protect you on the job and serve in the important position of Union-Management Liaison. Simply put, Shop Stewards are the eyes and the ears of the union.

Big Picture responsibilities, include:

- Representing union members
- Addressing your concerns and problems
- Fully understanding and answering questions about your contract
- Working with management to solve problems
- Contacting your Business Agent when necessary
- Participating in organizing non-union workers
- Ensuing that your rights are not being violated
- Watching out for potential safety problems or other hazards
- Serving as your first course of action if a work problem arises

The union would have a very difficult time providing outstanding representation without the Shop Steward's unselfish and dedicated service to the membership

Typical Duties of Stewards

- To educate Members about the terms and conditions of their collective bargaining agreement and answer questions about the collective bargaining agreement.
- To enforce the collective bargaining agreement with the Employer.
- To require that Members adhere to the provisions of the collective bargaining agreement.
- To monitor the use of casual employees and new hires and to report to the Union, hiring practices that are not in accord with the rules and regulations of the Union and the collective bargaining agreement.
- To work directly with their Business Agent regarding all grievances and disputes, including the investigation and presentation of grievances and the direct representation of Members who are subject to discipline or discharge.
- When a Member refers a complaint or grievance to his/her Steward, he/she shall accompany that Member into the office for adjustment. If the parties fail to adjust the complaint or grievance, it shall be reduced to writing and referred to the assigned Business Agent. Copies of the written grievance shall be retained by both the Steward and Member.
- To report to Members the activities of the Union --- General Membership Meetings, Steward Meetings, Seminars, Craft Meetings, Elections, Political Action Programs, etc.
- To advise Members about the services and opportunities provided by the Union, specifically those which come directly from the collective bargaining agreement and those that

come from the Union ---- Health and Welfare and Pension benefits, Retiree Benefits, Dues, Sick Benefits, Life Insurance, Scholarships, etc.

- To advise Members about their obligations to the Union ---- Payment of monthly dues, observance of authorized picket lines, service to the Union in accord with the Picketing/Organizing/Assessment Resolution, etc.
- At all times work to create favorable conditions and to maintain harmonious co-worker relationships, but, when not possible, to resolve differences or disputes between or among Members.
- At all times conduct himself/herself in such a manner as to set a good example for the Members they represent and all Members of the Union.
- Limits of Authority for Shop Stewards - Stewards serve the interests of the Members at their place of employment. They deserve the prestige and dignity of their calling. The honor and authority granted to them, however, must be exercised judiciously. Abuse of power is not a prerogative of Stewards. They must not act in their own interests. They must not enter into private agreements with the Employer.
- They must respect the democratic rights of the Members they represent. They must not exceed the authority granted to them by the Union. Stewards have no authority to take strike action, or any other action interrupting the business of their Employer, except as specifically authorized by official action of the Local Union.

If you think that you would like to find out more about the training available to become a Shop Steward just call the Union Office @ (530) 626-2569 . We need and want more Shop Stewards. You will be supported by other Shop Stewards as you go through training.

LABOR UNIONS
The folks who brought you the
Weekend, Child Labor Laws,
Overtime, Minimum Wage,
Injury Protection, Workman's
Compensation Insurance,
Pension Security,
Right to Organize, etc.. etc.. etc.

Board of Directors

EDCEA OFFICERS

President	Rebecca Klare
1st Vice President	Tracy Melton
2nd Vice President	Larry Hobson
Secretary	Marcia Woods
Treasurer	Debbie Touchette
Past President	Vacant
Chief Shop Steward - WS	Greg Hicks
Chief Shop Steward - SLT	Mary Luckel

EDCEA BOARD

Sean Conley-Widing
 Jenny Wilson
 Laurie Blazich

What Can You Do?

Hear yea Hear yea ... Pray Attend

How many of you have asked what the union has done for you? We might ask how have you stepped up to help OUR Union ?

This is our union and we need all hands on deck. Here are some ideas about how you can participate:

- Talk to non member and let them know why being a member is important
- Become a Site Rep
- Join us at a Flash mob (this supports the negotiation team)
- Write an article about a member and work with the newsletter committee (you might find out that it's fun to write)
- Help the Organizing committee
- Join the Political Education Committee and help us elect Supervisors who will support the Union.
- Come to a Board meeting and voice your opinion and ask questions .

WE need all of us.

Upcoming Events

DATE	EVENT DETAILS
March 17	PEU BOD - 6:30 @ Union Office Zoom
March 19	Union Office Closed - Mandatory
March 20	Union Office Closed - Mandatory
March 25	O.C. Meeting - 5:30 @ Union Office
April 7	EDCEA Board Meeting - 5:30 @ Union Office - All members are welcome.
April 8	O.C. Meeting - 5:30 @ Union Office
April 18th	Family Fun Spring Festival - Tahoe 6:00 @ Tahoe Bowl, Bowling Alley
April 21	PEU BOD - 6:30 @ Union Office Zoom
April 22	O.C. Meeting - 5:30 @ Union Office
May 2	Family Fun Spring Festival - WS 5:30 @ Cameron Park Community Center, Cameron Park.
May 5	EDCEA Board Meeting - 5:30 @ Union Office - All members are welcome.
May 6	O.C. Meeting - 5:30 @ Union Office
May 19	PEU BOD - 6:30 @ Union Office Zoom
May 20	O.C. Meeting - 5:30 @ Union Office

OFFICE

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Stronger Together

