



Count me in!

MARCH 2022

WEBSITE: EDCEA.ORG

FACEBOOK: EDCEA, LOCAL #1



BENEFITS!

AFSCME Advantage Annual Scholarships
See our website for details.

MEETINGS

EDCEA, Local #1 has a Board of Directors (BOD) that meet on a monthly basis along with EDCEA staff, on the first Tuesday of every month at 6:30pm with occasional exceptions. All meetings are held via Zoom.

Upcoming meetings:
April 5th and May 3rd
Email edceapub@gmail.com for the Zoom link.

OFFICE

EDCEA, LOCAL 1
2864 Ray Lawyer Drive,
Suite 202
Placerville, CA 95667
Phone: (530) 626-2569
Email: edceapub@gmail.com

NEWSLETTER PRODUCTION STAFF:

Marcia Woods
President

Scott Fisher
Board Director

Laura Ghione
Secretary

NEWSLETTER ARTICLE SUBMISSIONS EMAIL:

edceapub@gmail.com
Or
edceapres@gmail.com



PRESIDENT'S CORNER

The growth of the middle class in the 20th century was largely due to the strength of unions, a force that has now been under attack since the 1980s. As union membership declined across the US, middle class wages stagnated and standards of living crept downward. Today, more and more workers are getting organized, turning to unions to help them take back their power. These workers have recognized the strength found in unity and are joining together to fight for fair wages and benefits.

Here at EDCEA, we have seen our bargaining power under stress from the 2018 Supreme Court decision that eliminated fair share membership, shifting the balance of power in our negotiating efforts. Our primary objective needs to be building back that power and strengthening our ranks before we return to the negotiating table next year. We need your help to do this. We all need to reach out to our coworkers and share information about the importance of standing together, how a strong union is better able to protect its members and improve working conditions for everyone. Take a moment to introduce yourself to new employees in your unit and welcome them to EDCEA. Let's support each other and grow our union into a force that makes a difference for all of us.

Update on Caldor Fire Member Assistance

In the wake of the calamitous Caldor Fire last fall, the EDCEA Board of Directors voted to offer assistance to members who were affected by loss of property and the financial burden of lengthy evacuations. Twenty members applied for this assistance and were provided with funds to assist them with their recovery. At our request, PEU matched our assistance. Also, AFSCME International sent a representative from the Western Region to meet with these members at our Placerville office and personally present them with additional assistance. While nothing can ever replace what these members lost, we were glad to be able to offer support during a critical time.

General Membership Meeting April 28th

We'll be holding our first general membership meeting of 2022 on April 28th at 7 p.m. The meeting will take place on ZOOM. The ZOOM invitation will be sent to your personal email, so make sure we have your correct email address by confirming it with Laura at edceapub@gmail.com no later than April 18th. Be sure to join us on April 28th and meet our new business representative, Brian Dane!

Welcome New Members

Amber Warren - Public Defenders Office

Michael Perez - HHSA

Shelley Duncan - Auditor/Controller

Rebecca Erdosy - DA Office

Nicolette Klukowski - HHSA

Natasha Liu - Assessor

Gina Hale - HHSA

Darleen Aiello - HHSA

Brent Jones—HHSA

FIND US ON FACEBOOK - SIGN UP FOR TEXT ALERTS - CHECK OUT OUR WEBSITE

Weingarten Rights

In the 1975 case NLRB v. J. Weingarten Inc., the U.S. Supreme Court declared that unionized employees (in the private sector) have the right to have a steward present during an investigatory meeting with management when the employee believes the meeting might lead to disciplinary action being taken against him/her. According to the court, these rights arise as a result of the proper functioning of the National Labor Relations Act (NLRA). The rights flow from NLRA ss7's guarantee of the right of employees to act "in concert for mutual aid and protection."

Weingarten rights apply during investigatory interviews when a supervisor questions an employee to obtain information that could be used as grounds for discipline. When an employee believes such a meeting may lead to discipline, he/she has the right to request union representation. These basic Weingarten rights stem from the Supreme Court's decision:

- The employee must request representation before or during the meeting.
- After an employee makes the request, the supervisor has these choices:
 - ◊ Grant the request and wait for the union representative's arrival;
 - ◊ Deny the request and end the meeting immediately; or
 - ◊ Give the employee the choice of either ending the meeting or continuing without representation.
- If the supervisor denies the request and continues to ask questions, the employee has the right to refuse to answer. In addition, the supervisor is committing an unfair labor practice.

Management is not obligated to inform employees of their Weingarten rights—employees must ask for them. Unlike Miranda rights—where police are required to tell a suspect of his/her right to an attorney, etc.—employees must ask for their Weingarten rights.

How do we ask for our Weingarten rights? We do that by using the language below:

If the discussion in this meeting could in any way lead to my being disciplined or terminated or impact on my personal working conditions, I request that my steward, local officer or union representative be present. Without union representation, I choose not to answer any further questions at this time. This is my right under a Supreme Court decision called Weingarten.

EDCEA has cards prepared stating our Weingarten rights that our members can use for this purpose. If you need a supply of cards at your location, send Laura an email at edceapub@gmail.com to request some.

