



Count me in!

APRIL 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:
May 10th and June 7th
Email edceapub@gmail.com for the Zoom link.

OFFICE

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NEWSLETTER PRODUCTION STAFF:

Marcia Woods
President

Laura Ghione
Secretary

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edceapres@gmail.com



PRESIDENT'S CORNER

I am excited to announce we will be holding our first general membership meeting of 2022 on April 28 at 7:00 p.m. The meeting will be held on ZOOM so that our members from throughout the County will be able to attend. Join us to meet our new board members and our new business representative, Brian Dane. We will be talking about improvements we have made to the way we handle member complaints, the work the Organizing Committee is doing to grow and strengthen the membership, and some of the issues our Union is dealing with in the run up to next year's negotiations opener. This is a great opportunity for you to learn more about how our Union works and to bring your voice to the table. Please register with our staff secretary, Laura Ghione, no later than April 21, to receive a ZOOM invitation. You can contact Laura at edceapub@gmail.com to register. I look forward to seeing you all on April 28!

What's a Grievance?

From our MOU: A grievance is a claimed violation, misapplication or misinterpretation of the provisions of a Memorandum of Understanding or employee protections contained in ordinances, resolutions, written Personnel Rules or written policies that adversely affects an employee's wages, hours or conditions of employment. (Article 14, Section D.1)

The first step we take when a complaint is brought to us is to identify whether any of the provisions of our MOU have been violated. If that is not the case, we look at personnel policies, labor law, health and safety regulations, and, possibly, past practices to see whether any of these have been violated.

If it's determined that a violation has occurred, the next step is to conduct an investigation, which will usually include a series of conversations with the affected employee, any witnesses to the violation, and the supervisor involved in the event. Every effort will be made to resolve the issue at the lowest level of supervision possible, per the terms of our MOU. Failing resolution at this level, our MOU has other provisions we can utilize to reach a solution (Article 14, Section C). If the issue still remains unresolved, an employee may choose to file a formal grievance.

Not every issue is a legitimate grievance, but issues can sometimes be an indication of a broader problem. Our shop stewards and other union leadership work to resolve the issues that arise according to the terms of our MOU. We also depend on our members to communicate with us when you believe a violation has occurred and to assist us with the resolution by presenting us with clear and factual information. So what's your first step when you think a violation has occurred?

KEEP CALM AND READ YOUR CONTRACT

Welcome New Members

Kimberly Whitney - EM
Jessica Sosa Torres - HHSA-CPS
Fernando Orozco - Transportation

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

EDCEA, LOCAL 1 COMMITTEES

BOS Agenda/Contracting Out: Chair: Greg Hicks
Committee Member: Scott Fisher

Bylaws and Mission Statement: Chair: Kristina Saffari
Committee Members: Alison Ehlers, Stephanie Carlson, Rebecca Klare

Labor/Management: Co-chairs: Alison Ehlers and Kristina Saffari
Committee Members: Scott Fisher, Yolanda McGillivray, Ashaka Mali, Rebecca Klare

Member Development/Organizing Committee/Outreach Committee: Chair: Scott Fisher
Committee Members: Cherie Sim

Political Education: Chair: Terri Lamphere
Committee Members: Scott Fisher, Ashaka Mali, Rebecca Klare

Shop Stewards: Chair: Greg Hicks
Committee Members: Byron Saylor

Committees may be contacted by using the committee email address: edceacommittees@gmail.com.
In the subject line put Attention: **Name of Committee** and direct it to the **Chair and Co-chairs** if applicable.



Hi, my name is Scott Fisher,

I am a Board Member, Chair of the Organizing Committee, and I am on various other committees. I am a strong believer that a strong Union makes a strong County. I have lived in Pollock Pines since 1984, moving there when I discharged from the US Air Force. I have been married to my wife for 35 years and we have one child. I have worked and had businesses in El Dorado County for much of that time, with a 2-year stint in Modesto as a corporate trainer teaching copier repair.

I worked for El Dorado County Office of Education as a special education bus driver and started with El Dorado County in 2012; working crisis, the psychiatric health facility and crisis residential programs I obtained a master's in counseling and now primarily work at Marshal Medical Center assessing if a client meets 5150 criteria and carry a small caseload of clients.

The County's tendency to outsource its services and the loss of major employers in the county has got to the point that although my wife and I would love to continue to live and retire in this community, setting down roots and having called this home for nearly 40 years, our child will not be able to stay due to the lack of fair paying jobs in our community. It is my hope that by joining and supporting Local One we can help the El Dorado County Board of Supervisors see the wisdom of bringing back jobs to El Dorado County. My family and many of you have roots here; through unity we have a chance to stop the need for our children to leave us to start their lives.

That being said I encourage you to join us at Local One in fulfilling our mission statement:

To enhance the social, economic and general welfare of all public employees;
To promote and encourage harmonious and progressive public administration;
To improve public service.

Together we can help encourage the return of fair paying jobs to El Dorado County.

In Solidarity,

Scott Fisher, MS/LMFT/PES