



Count me in!

MAY 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:
6/7/22 and 7/5/22

Email edceapub@gmail.com for the Zoom link.

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PRESIDENT'S CORNER

On May 1-3, three of our members were able to attend the first annual PEU Convention in Paso Robles. It was a great opportunity to meet and confer with other chapters of PEU and discuss issues that are affecting all of us, such as member organizing and ways to deal with stress and burnout. PEU, for those who may not know or remember, is Public Employees Union Local 1, with which we are affiliated.

To illustrate, our Union structure looks like this:

El Dorado County Employees Association
Public Employees Local 1
AFSCME Council 57
AFSCME International

Our affiliations give us access to more resources, but we are self-governed by our EDCEA members. One of the points made during the workshops was that when large numbers of our members are not actively engaged in our Union, it sends a message that everything is okay. Our Union is each and every one of you, working together to make our Union stronger and more effective. It's more than waiting until you have a problem and calling for a steward to help. It's having members who are willing to step up and serve as stewards so that someone is there to help you when you need it. It's having members who are willing to attend meetings to find out what's going on and adding your voices to the discussion. I like to say, this is not your grandfather's union. It's not run by an old guy sitting in a back room taking phone calls. We, you and I, all of us, run our Union and it's only going to be as good as we make it, together. If you want someone to be there for you when you need assistance, you should be willing to be there for someone else when they need help. If we all pitch in where we can and lend a hand, we can make things better for all of us, instead of sitting back and expecting someone else to carry the load. Instead of asking, how can you help me, let's all ask, How can I help?

While at the conference, I had the pleasure of meeting a member of the Golden Gate Bridge Painters Association, another chapter of PEU. Immanuel entertained us with his stories of hauling 5-gallon buckets of paint up hundreds of feet of ladder using a rope, but I was more impressed when I heard they have 100% membership in their association. And it makes sense—with their work environment, they need to trust each other and know that their coworker has their back. We may not be hanging out on 746-foot tall towers, but public service brings its own set of challenges. Wouldn't it be reassuring to know that we all have each other's back?

Pay Increases Are Here

The most recent pay raise, bringing everyone in our bargaining unit up to the median, is on the May 13 paycheck. It's a small victory for us, but it brings us one step closer to our goal. Bigger achievements are built on small steps.

Welcome New Members

Pamela Plamondon — HHSA/CS

Helen Keith — Agricultural Commission

Jody Kwachak Hall — HHSA/BH

Mary Groseclose — CAO

Damaris Barbour — PDO

Timothy Pitt—Planning & Building

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

Labor/Management Committee

The purpose of the Labor/Management Committee is to foster improved communication between the County and the Union and to improve working conditions and member satisfaction. Labor management committees can be a useful mechanism to maintain and improve a collective bargaining relationship between labor and management during the life of a collective bargaining agreement. They can be a critical part of our Union's strategy for representing our members. They can be an additional arena for union activity and a mechanism for representing our members' interests as new issues arise. They can help our officers keep in touch with our members around critical issues.

More information on Labor/Management Committees can be found on Labor Notes website at <https://labornotes.org/2014/08/how-%E2%80%98act-union%E2%80%99-labor-management-committee>.

Our Labor/Management Committee is chaired by Alison Ehlers. If you would like to be a part of this committee, contact Alison for more information at edceacommittees@gmail.com.



Hi, my name is Alison Ehlers.

I am a Licensed Marriage and Family Therapist and work as a Clinician in the County's Behavioral Health Division. I've been with the Division since 2014, and have worked in a variety of departments, including Intensive Case Management, Medication Maintenance, Crisis, and LPS. I became interested and involved with the Union when I heard about a scheduled Union rally and had to ask myself, "Am I even a member of the Union?!" I made sure to join, attended the rally, and then co-chaired the Organizing Committee, where we scheduled numerous "Brown Bag" lunches and Union rallies. I also spoke to the County Board of Supervisors [BOS] about the needs of our employees during a BOS meeting in a Union-packed conference room. I was on the Negotiations Committee during our last round of contract negotiations and am now a Union Board member.

I can't tell you how important it is to join a Union and be an instrument of empowerment and change for yourself and your colleagues. You've likely heard about employees in other states who get battered by companies that spend millions to break unions so they can do what they want with their employees and not be held accountable. We never want that to happen to us. Remember, Unions brought you the 40-hour work week, overtime, paid vacation, maternity leave, regular breaks, safer workplaces, collective bargaining, affordable healthcare, wage increases, and a whole lot more. None of us can afford to lose those things.

The Union is you. It exists only because you exist. So, thank you for asking questions, sharing concerns, getting involved, and owning your future.

AFSCME Next Wave

Our affiliation with AFSCME International provides us with many resources. One resource that may be particularly useful to our younger members is the Next Wave. Check out the website, <https://www.afscme.org/about/next-wave>, for ways to connect with other AFSCME members around the country about issues that affect you and learn why unions are more relevant than ever for younger members. And don't miss the podcast series, #NoFilter.

Coming Events

June 3 South Lake Tahoe Brown Bag

June 7 EDCEA Board Meeting (to attend, request a link at edceapub@gmail.com)

June 17-19 Labor Notes Conference

July 11-15 AFSCME 45th International Convention

KEEP CALM AND READ YOUR CONTRACT