



COURT GAZETTE

San Diego County Court Employees Association

May 2005

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SDCCEA Board of Directors 2005

Kay Elbik - President
Carol Albrecht - 1st Vice President
Amy Shillingburg- 2nd Vice President and
CIPELC Representative
Lance Brown - Secretary
Doug Carlson- Treasurer
Frances Mercer - Historian

Cindy Schmidt Warren Smith
Adrienne Aron Pat Seavey
Joann Pickrell Alison Blackwell
Irene Elguira Laura Llamas

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and Update Your Information!



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Hello,

Our 5 year contract is almost up and we are looking forward to commencing negotiations in May. Your Negotiating Team consists of Joann Pickrell and Adrienne Aron from North County, Carol Albrecht and Lance Brown from East County, Amy Shillingburg, Ken Holland and myself from Central, Silvia Casillas-Houseman and Warren Smith from the Supervisor Unit, and Richard Costantinou from our newly acquired Probate Unit, along with Jeff Carr your Labor Relations Manager and Richard Castle your Attorney. We have been meeting over this past month to put together the proposal, which has incorporated the many issues that "you", the Association members, have told us were most important.



You have all been very helpful by filling out the "Negotiation Questionnaires" and attending the site visits. Because of your participation we, the Negotiating Team, have a much better idea of what you would like to see in our new contract. You have presented to us that pay increases, applying sick leave toward retirement, flex staffing issues, and medical benefits are high on your list of important issues. Your Team is anxious to start the bargaining process with the Court.

Please be sure that we have your current home address, as we will be sending out newsletters during negotiations to keep you up to date. Email our Administrative Assistant, Kristen Byrom your current information; kbyrom@sdmea.org

As always.... we appreciate your continued support

*Kay Elbik
SDCCEA President*





LABOR RELATIONS MANAGERS REPORT...

by Jeff Carr



- "THANK YOU'S" go out to each of our members who refused to sign the Governor's petitions. As you know he has retracted his attempt to put his severe public retirement systems modifications on the ballot in November. Through the great efforts of public employees state wide we have had a really big victory! This has sent quite a dramatic message to the Governor as witnessed by his popularity ratings which have gone down as fast as the gas prices went up. He has promised to come at this retirement issue from a different direction and I think we can count on that.
- Your Negotiating Team is hard at work preparing to take your issues to the table. As we come to the end of a five year agreement you can imagine that there are a lot of issues that need to be improved upon and/or clarified. Greatest among these could be the Flexible Staffing Criteria. As we have read each and every negotiation questionnaire and listened carefully at each site visit we have heard a lot of comments about the things that need to be fixed with this system up to just throwing it out and going back to the testing and interviewing method of promotion. I should also indicate that the concerns have come from our members in the General Unit and the Supervisory Unit as well. At this time we have set May 23rd and May 24th as the first two full days of negotiations. As we progress into these negotiations we will promise to keep you updated as to the progress we are making. This will come in the form of special bulletins and newsletters. Our web page unfortunately is still off line, however as it comes back online, you can check that resource as well. I can guarantee that during negotiations a couple of things will occur. You will here rumors and tid- bits of information about progress or the lack there of. Unless you are hearing this from a team member I would take it with a large grain of salt. Please feel free to contact me directly if you have any questions at all about the status of negotiations. This way we will be able to minimize the rumors.
- Also very important to note is that when we reach an agreement at the table it will be TENTATIVE. That is, until you have an opportunity to see and understand the details of the agreement and cast your vote , it will remain tentative. Your team will decide how we will get this information to you via US mail or at a large after work meeting, or both. Also remember, **only members** are permitted to vote which brings me to my final thought....
- The SDCCEA membership drive.... Sign up a new member and be rewarded for your efforts. For each new member you sponsor you will receive a \$25 reward from the Association. At the last new employee orientation we spoke to 11 new COCI s. Please approach each one of them at your courts and invite them to become part our SDCCEA family.

WHAT HAVE WE DONE FOR YOU LATELY?

- * Your Negotiating Team has met several times after work and into the night in preparation for up coming negotiations
- * We have attended two 'New Employee Orientation' meetings to introduce SDCCEA to the new employees
- * Your Board of Directors met on the first Wednesday of last month
- * The Gazette has been printed, published and mailed to your homes
- * We have conducted special Bargaining Unit meetings for the Probate Units in Vista and at the Madge Bradley Building
- * We have conducted two membership meetings in Vista on behalf of our members in the Minor Offense Division
- * We have continued to complete our 'classification and comp.' study in preparation for upcoming negotiations
- * We have welcomed 12 new members to the Association....Congratulations!
- * Represented two COC II's in evaluation appeals
- * I, along with our legal council, represented a member in a negotiated resignation case
- * Currently I am working with two separate cases of members seeking transfers
- * The Budget Committee has met at our downtown office
- * The Association has been working with our Legislative advocate in Sacramento on the issue of the Governor's plan to severely modify your retirement system. It appears that our efforts to block the Governor's petition have been successful
- * We have responded to over 100 incoming phone calls throughout the month.
- * Emails number more than the incoming phone calls



SDCCEA
BOARD OF DIRECTORS MEETING
April 6, 2005

Present: K. Elbik, C. Albrecht, L. Brown, J. Carr, A. Shillingburg, D. Carlson, A. Blackwell, L. Llamas, C. Schmidt, W. Smith, F. Mercer, P. Seavey

Excused: A. Aron, J. Pickrell, I. Elguira, F. Mercer

Washington Mutual Representative to discuss Treasury Bonds – Matt Schultz, Financial consultant, gives a 20 minute presentation on treasury bonds to the Board

Report of Officers-

Kay calls the meeting to order at 6:00 p.m.

Minutes of previous meeting - The previously emailed minutes of March 2, 2005 are approved as written, and filed.

Treasurer's report – The treasurer's report is read by Doug, and filed.

Labor Rep written report was reviewed and discussed

Report of Committees-

Social Committee – tabled.

By-Laws Committee – tabled.

Membership Committee – tabled. Jeff states that 8 – 10 new members have signed up under the new membership sponsoring program.

Security Committee – Doug gives an update on security issues

Trinket Committee – Jeff shows the board the lanyards that have come in from Jack Nadel, Inc.; they are the wrong color. Cindy makes a motion to accept the lanyards with a 25% discount; Doug seconds the motion. The motion does not carry (3 aye, 4 nay). Jeff will return the lanyards to Jack Nadel, Inc. this week.

Unfinished Business

Rapid Rewards card – Doug states that there is no business Rapid Rewards card, and each board member used their own card to get points for the trip to Sacramento.

CIPELC convention – Amy, Doug, Cindy, and Jeff gave the Board an overview of the CIPELC convention (March 13 –15, 2005)

New Business - Travel reimbursement for Board members – Doug discusses possible reimbursement for travel for board members traveling from North County. After some discussion, Cindy makes a motion to reimburse all board members to attend board meetings once per month at the rate of \$0.42 per mile roundtrip from the workplace of that member, if they apply for compensation; Warren seconds the motion. The motion carries (7 aye, 2 nay). Doug is to make a report at the next meeting regarding finding room in the budget for this expenditure.

Budget Committee – Kay asks for volunteers for the budget committee for year 2005 –2006. Doug, Amy, Pat and Cindy volunteer. Doug will chair the committee and set up meetings.

Governor's Proposed Pension Plan Reform – Jeff provides informational packets on the governor's proposed pension plan reform

North County issues – Kay reads and reviews several concerns emailed from Joann regarding North County issues.

Open Forum - No open forum items discussed.

The meeting is adjourned at 8:35 p.m. The next board meeting is scheduled for Wednesday, May 4, 2005, at 6:00 p.m. at SDCCEA Headquarters, 525 "B" Street, Suite 250, Downtown San Diego.

INFORMATION UPDATE!

Let us know if you have moved!!

In the past few months I have attempted to contact a few of our members, however when I call the number that was originally given to us on your application, you are no longer there. Please let us know when you have made any changes in your work or home numbers/address. We want you to always be up to date, especially with upcoming Negotiations and we need to be able to contact you.

Email Kristen at kbyrom@sdmea.org with your information. Thank you!