



# COURT GAZETTE

## San Diego County Court Employees Association

Volume XIV, Issue XVIII

February 2005

### 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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**SDCCEA PROUDLY ANNOUNCES  
OUR 1<sup>ST</sup> MEMBERSHIP DRIVE!!**



**BECOME THE TOP SPONSOR  
AT YOUR WORK LOCATION!**



**BECOME THE NUMBER ONE SPONSOR  
IN THE COUNTY!!**

Here's how it is going to work... For each new member that you sign up, you will receive \$25. That's right CASH! Enclosed in this newsletter is the application. Be sure to make extra copies, and have the new member keep a copy for their own records. Do not forget to list your name as the 'sponsor'. Once they have completed the application, simply mail the application to our office and we will send the sponsor their reward. We will also send our new, valued member a new membership packet which will include their SDCCEA membership card and some information about the CCEA.

At our next annual meeting we will award the member that recruits the highest number of new members a very special prize!

If you have any questions please contact our office;  
619.264.6685 ext. 208 Kristen Byrom





Hello,

As you are aware we are approaching at the end of our 5 year agreement with the Courts. It is now time to decide what issues are most important to you, the membership. Your Negotiating Team has had its' first meeting and we are compiling your questionnaires. Meetings are being scheduled at each work site to allow you an additional opportunity to discuss the issues most important to you as we enter negotiations. Please take the time to attend so that your "Negotiating Team" can best serve the needs and wants of the membership.

As we move into negotiations we will keep you informed via our newsletter. So if you have moved please let us know so that you receive the newsletter in a timely manner.

I'm sure you have heard or read about the recent attack on Public Employees pension plans by the Governor. This is a major concern to all Public Employees and should not be taken lightly. The intent of Bill ACA 5 is to eliminate California's current standard retirement formula, which includes factors such as the standard retirement age, the contribution rate, the multiplier and other benefits.

You might say that since it only applies to new employees on or after July 1, 2007 it won't affect me. WHO KNOWS for SURE?

Most court employees hired on because of the long term benefits the court provided. It certainly wasn't for the salary because before our first negotiated contract in 2000 we were paid far under the median wage . We cannot sit back and take a passive role while our jobs are being outsourced and our defined retirement benefit plan is being threatened. Your Association is looking into this attack on our pension plan and will keep you informed.

Members of the Board of directors will be heading to Sacramento for the annual CIPELC conference on March 13th through March 15th. At that time they will be meeting with members of the House and Senate and will be expressing their deep concerns regarding Bill ACA 5.

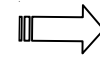
Please remember that if you are planning to move you need to inform the Association so that you can continue to receive your newsletter along with other important information sent to you throughout the year.

Thank you for your continued support!

Kay Elbik  
*President*



## ***Transitions....***



**Are you the shy and retiring type? Maybe just the retiring type... If you are planning on retiring or perhaps are just leaving the court, be sure to let your family at SDCCEA know.**

**Like moving, it's a big step that requires planning. Along with turning off the power and disconnecting the phone, remember to "turn off" your dues. It's a simple process, but it must be done in writing. Let your Association know at the address shown on this newsletter of your intentions and we will promptly act to discontinue any deductions. Although the process may take up to 2 pay periods, your timely request will ensure that you can focus on your new horizons without looking back. We in turn will happily add your name to the rolls of those members who have "graduated" to alumni status. Happy trails!**



## THE LABOR RELATIONS MANAGERS REPORT

By Jeff Carr

This is a busy month for SDCCEA. We are pleased to announce our very first membership drive (see the front page). It's an opportunity to be rewarded for your efforts in the recruitment of new members. Please plan to sign up at least one new member. If potential members have questions that you don't have an answer for just have them call the Association office, we will be glad to speak with them. So let's get out

there and increase our membership!

As Kay has mentioned in her message the Governor is strongly supporting a bill which would amend the State Constitution and have a negative impact on ALL future public employee retirement accounts. This proposal will be on the ballot on November 8th. We will be asking each of you to become involved in assisting our Association to help the efforts being made to defeat this measure. Arnold has stated that he has committed 70 million dollars (probably just the profits from one of his movies) toward this campaign. Without doubt this is the greatest attack on public employees that we have seen coming out of Sacramento. You will be hearing more about this every month as the November election approaches.

As many of you are aware, your Association is in the process of preparing to go to the bargaining table as we approach the end of our five year contract. Our Negotiating Team is meeting every other week to discuss the questionnaires and prepare for bargaining. We thank each of you who took the time to let us know what you are looking for in our next agreement. There were over 120 questionnaires returned. They have all been reviewed and tabulated. It appears that we will have our first meeting with the Court Management Team sometime in April. We are committed to keeping you up to date regarding the status of negotiations via this newsletter, special bulletins, and through our continued site visits. Have a great month and go out there and start recruiting new members plus you can earn a few extra dollars.

### Legoland

Adult: \$29.95  
Child: \$29.95

### Magic Mountain

Adult: \$22.00  
Child: \$15.00

### San Diego Zoo: Deluxe Package

Adult: \$24.00  
Child: \$14.75

### Movie Passes:

AMC and Pacific Theater \$5.50  
Regal Combo\* \$6.50

\*UA, Edwards & Regal

## Discount Tickets

### S. D. Wild Animal Park: Deluxe Package

Adult: \$20.00  
Child: \$14.50

### Sea World: Day Pass

Adult: \$39.00  
Child: \$34.00



- 1. When using US mail, please include an additional \$4.42 to send Return Receipt/Certified Mail. This guarantees a safe delivery. You may waive this fee by notifying us in writing
- 2. Make all checks payable to "ILS"

**Note: REGAL prices have increased**



**SDCCEA**  
**BOARD OF DIRECTORS MEETING**  
**February 2, 2005**



Present: Kay Elbik, Jeff Carr, Lance Brown, Carol Albrecht, Frances Mercer, Cindy Schmidt, Warren Smith, Alison Blackwell, Doug Carlson, Adrienne Aron, Jo Ann Pickrell, Dick Castle  
 Excused: Irene Elguira, Amy Shillingburg, Laura Llamas, Pat Seavey

**Smith-Barney presentation** – At the invitation of the budget committee, Jon Hayes introduces Erik from Smith-Barney to the Board to give a presentation on the possibilities of investing money currently held in the Association's money market account.

**Report of Officers** – Kay calls the meeting to order at 6:00 p.m. Kay discusses the need for reading the minutes from the previous meetings, as Lance emails the minutes to all board members before each board meeting is held. The Board decides that it will no longer be necessary to read the minutes of the previous meeting at each board meeting, but that any corrections can be directly emailed to Lance, and he will fix the errors, and resend the minutes. The previously emailed board meeting minutes of 1-5-05 are approved and filed.

Doug reads the treasurer's report. The report is filed as read. The Labor Relations Manager written reports prepared by Jeff are reviewed and discussed.

**Report of Committees** – Promotional Item Committee – Carol provides an overview of the promotion item committees recommendations, including lanyards, pens, and water bottles. The Board decides to purchase pens and lanyards. The promotional item committee will choose the items, and give the details to Jeff for ordering.

**Social Committee** – tabled. Frances states that she is going over the photographs previously held by the historian, and makes a motion to allocate up to \$50 for a photo album to display the photos. Alison seconds the motion. The motion carries unanimously.

**By-Laws Committee** – Jeff states that the by-laws that have been previously approved are in their final stages of preparation for printing.

**Membership Committee** – Adrienne discusses suggestions from members on membership incentives, and makes a motion to have a statement printed in the monthly newsletters that \$25.00 would be awarded to any member for each new member they sign up. Carol seconds the motion. The motion carries, with one nay vote. The membership applications will also be modified to have a line for a sponsor, per Warren's suggestion. Jeff states that these modifications will be included in the February newsletter.

**Security Committee** – tabled. Karol Plaskon has stated that any security concerns can be brought through Jeff directly to Steve Love. Doug addresses some concerns in the downtown courthouse.

**CIPELC report** – Jeff reported on recent CIPELC activities. The CIPELC conference in Sacramento is scheduled for March 12-15, 2005. Amy, Doug, Cindy and Jeff will attend. The Board approves the expenditures.

**Unfinished Business** –

**Budget Committee report** – Doug provided the Board with a copy of the budget proposal for fiscal year June 2004 to July 2005, prepared with the assistance of Jon Hayes. Warren makes a motion to accept the proposed budget as prepared. Jo Ann seconds the motion. The motion carries, with one abstention.

Supervisor's meeting – Warren, Carol, and Dick give an overview of the supervisor's meeting. Jeff has minutes of the meeting.

**Blood Drive update** – Jeff stated that due to the needs of the Court, Steve Love was unable to allow people to be given release time to work on the planned blood drive. The idea is tabled at this time.

**Reimbursement for Scott Buchanan** – Kay and Jeff gave an update on the member reimbursement issue. Kristin has found the policy, which states that member cancellations have to be in writing. This item is taken off the agenda, and tabled.

**New Business** –

Kay reminds the Board that the first meeting of the negotiation team will be held on Thursday, 2-10-05, at 5:30 p.m. at the MEA Headquarters on Home Avenue.

CIPELC Special Meeting – Kay and Jeff discussed attending the special meeting on the court issues at the CIPELC offices in Sacramento Friday, 2-11-05. Carol makes a motion to allocate no more than \$600 to allow Kay and Jeff to attend the meeting. Warren seconds the motion. The motion carries unanimously.

Jeff states that Karol Plaskon will be mailing out information to all employees regarding the new worker's compensation rules, and the forms that will be needed to allow the employee to use their own personal physician on worker's comp claims.

**Probate Examiners** – Jeff stated that his meetings with the probate examiners has led to interest cards being signed, and hopes that we will be representing them in the near future.

Good to Great Leadership Training – Jeff gave an overview of the training, that was attended by Jeff, Kay, Carol, Alison, and Laura.

**Open Forum** –

Doug discusses the concerns of the liabilities of being a board member that have been previously mentioned. Dick will address these issues at the next scheduled board meeting.

Cindy requests that, whenever possible, CIPELC schedule their board meetings in advance, for the Association's budgetary reasons. Jeff will address this with the CIPELC board at their next meeting.

Jeff passed out flyers to be posted at each worksite for pre-negotiations site visits that he will conduct in the coming months.

Doug raises the question of looking into acquiring a Southwest credit card, that will allow the Association to receive reward points for travel. Jeff will investigate, and report at the next board meeting.

**Adjourn** –

The meeting is adjourned at 8:30 p.m. The next board meeting is scheduled for Wednesday, March 2, 2005, at 6:00 p.m., at MEA Headquarters on Home Avenue.