



SAN DIEGO COUNTY COURT EMPLOYEES ASSOCIATION

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WE'RE ON THE WEB WWW.SDCCEA.ORG

CALLING ALL MEMBERS

TRANSFER POLICY

IF YOU HAVE HAD ISSUES IN THE PAST OR ARE CURRENTLY FACED WITH ISSUES CONCERNING THE TRANSFER POLICY THE ASSOCIATION WOULD LIKE TO HEAR FROM YOU. PLEASE CONTACT US VIA EMAIL AT INFO@SDCCEA.ORG OR AT (858) 565-2232.

AFLAC Being Offered to SDCCEA Members!

Accident Insurance Up to 50% of the costs associated with an accident are non-medical and come out of your pocket in the form of co-pays, deductibles, travel, parking, medications, etc. AFLAC pays cash directly to you for accidents, on or off the job, and how you choose to use that money is up to you. Family coverage is available and great if you have young active kids.

Cancer Protection Many people don't realize that being diagnosed with cancer can be financially devastating. Expenses skyrocket, and if a family member also has to stop working to care for a loved one, the loss of income may be doubled.

AFLAC helps provide an important safety net in fighting the financial consequences of cancer, and has saved countless families from bankruptcy.

Life Assurance A choice of Whole Life or Term. No medical exam necessary, limited underwriting. Can cover a spouse or child.

Hospital Protection Designed specifically for hospital stays.

Call Will Stover at (619) 677-3915 For more information

BOARD ELECTION A HISTORIC SUCCESS

During the months of September and October 2007, nominations were received and a "mail ballot" election was held to elect members for your SDCCEA Board of Directors. More votes were cast in this election than any other in SDCCEA's history. By providing members the right to vote by mail, your Board gave every member an opportunity to influence the selection of the Association's leadership. If we can elect the President of the United States by mail ballot, it was only fair to allow the SDCCEA membership that same right. Based on the re-

turned ballots, your Board served your interests well. More votes were cast in this election than any other Board election in SDCCEA history. New Members elected were in East, Hong Au and in South, Gloria Williams. Hong is now serving as the Association's Treasurer and Historian. Gloria, served for a short time, but due to unexpected scheduling needs, she regretfully needed to resign her seat. We welcome Hong and wish Gloria well and look forward to her returning to the Board in the future.

SAN DIEGO COUNTY COURT EMPLOYEES ASSOCIATION

THE FULL-COURT PRESS

VOLUME 1, ISSUE 4 SPRING 2008

A MESSAGE FROM THE PRESIDENT



by Amy Shillingburg Much has happened over the last few months and we expect a lot to take place in the following weeks and months ahead. 2008 started quickly and is moving along at a rapid rate. We held our Board elections in September and had the highest number of votes cast in SDCCEA's history. The great response was due to the fact that your Board approved a "mail ballot" election, which gave each of you the ability to vote conveniently and in the privacy of your own home. We held our Annual meeting in October and though the turnout was low, each member in attendance participated in a raffle and went home with cash and prizes donated by various businesses. A special thanks goes out to Integrated Labor Solutions, Nordstrom, Café Figaro, "King" Stahlman Bail Bonds, Law Offices of Jackson DeMarco Tidus Petersen Peckenbaugh, LLP and Dave Peters of Espanta Suegras. Our guest speaker was Mary Salas of the 79th Assembly District. The New Year started with the realization that the State is in a fiscal crisis. No time was wasted on worrying about rumors and false information and your Labor Relations Manager and I met with Court Executive Officer Michael Roddy and Labor Relations Officer Sean Robinson to address the state's budget (see Labor Managers Report page 3). After our meeting Mr. Roddy met with employees at each Court to address the

topics we discussed. We have been assured that the lines of communications between SDCCEA and the CEO will remain wide open during this time. As usual, we appreciated Mr. Roddy's candor and forthrightness about and his willingness to speak with our employees face to face. In March your SDCCEA VP Cindy Schmidt, Wayne Palica and I attended our annual legislative conference in Sacramento. Over three days the state's budget was the main item that was discussed and on March 3rd we met with several legislators. Our message was clear, "Don't mess with our pay and benefits, leave our reserves alone, and any cuts must begin at the judicial council and AOC levels!" On April 15, we were back in Sacramento for the third annual Trial Court Employees Collaborative Working Group meeting (see details on page 2). This meeting addressed the state's budget and how it will impact court operations and our dedicated employees. It was clear that there are many legislators who believe that the state budget needs to be balanced on the backs those of you who have committed your careers to serving the public. You can be assured that your association leadership has been working hard and is extremely committed to this budget battle and we will continue to take a proactive and aggressive approach to insure your pay, benefits and working conditions are protected.

INFORMATION UPDATE

Let us know if you have moved or changed any of your contact numbers!! We want you to keep you informed on current issues affecting you and your fellow members. Without your correct information you may miss out on important news and updates. Email Wayne Palica at wpalica@SDCCEA.org anytime a change occurs to your home or work contact numbers.

Thank you!

INSIDE THIS ISSUE:

PRESIDENT'S MESSAGE

LABOR REPORT

TRIAL COURT EMPLOYEES COLLABORATIVE WORKING GROUP

BOARD ELECTION RECAP

AMY SHILLINGBURG RUNNING IN SDCERA BOARD ELECTION

LABOR RELATIONS MANAGER'S REPORT

By Wayne Palica

You may have heard rumors of California having a deficit ranging from 14 to 20 billion dollars. Unfortunately, they are not rumors. We are in the midst of a state budget crisis that is currently being addressed in Sacramento. Your SDCCEA leadership has been in Sacramento twice in the last two months at our annual legislative conference and the Collaborative Trial Court Employee Working Group meeting. In January, Amy Shillingburg and I met with the Court's Executive Officer Michael Roddy to discuss budget issues as well as our current contract. The priority over the next few months will be working with Court management to insure that your raise due in June is not affected by the State's fiscal woes as well as working collaboratively with management on addressing possible impacts of the state's 14 to 20 billion dollar deficit. The initial budget proposal from the Governor called for an across the board cut of 10% for all agencies funded by the state. That would have a substantial impact on San Diego County Superior Court and all of our dedicated employees. SDCCEA and its coalition partners representing court employees in San Bernardino, Orange and Riverside Counties, agree that a "one size fits all" approach is not well thought out and won't work. Our position is that any cuts approved by the legislature should begin at the Judicial Council and AOC levels. Cutting from the local courts would severely impact your ability to continue to serve the residents of San Diego County. Balancing the budget on the backs of the dedicated employees in San Diego County Superior Court is unacceptable!

Meeting with Court Executive Officer

On January 17 your President, Amy Shillingburg and Labor relations Manager, Wayne Palica met with Court Executive Officer, Michael Roddy and Court Labor Relations Officer, Sean Robinson to discuss the state's budget. During the meeting many things were discussed concerning how the state's financial status could impact San Diego Court operations and the SDCCEA membership. The Court and your SDCCEA leadership are in agreement that we will be faced with challenges due to the state's multi billion dollar deficit. As many of you may have heard California is faced with a deficit of over 14 billion and Governor Schwarzenegger recommending a 10% across the board cut for all state funded agencies. This approach is a "one size fits all" approach that would have a serious impact on Court operations could cause unnecessary hardship on our members. Mr. Roddy assured us he intends to fulfill all contractual obligations with the SDCCEA and will diligently work to insure court operations will continue to provide the community with the high level of professional service that all San Diego residents expect and deserve. A series of meetings were held at all court locations by Mr. Roddy to make sure you were all informed of what the potential impact of the state budget could mean to San Diego. We are prepared to work closely with Mr. Roddy and his staff to minimize any negative impact that state budget may cause.

Association Meets with Legislators

On March 2-4, your president Amy Shillingburg, Vice President Cindy Schmidt and I attend a 3 day Legislative

conference attended by representatives of several independent labor organizations that represent public employees in California. The conference membership included representatives of the Glendale City Employees Association, San Bernardino Public Employees Association, Organization of SMUD Employees, Santa Rosa City Employees Association and San Luis Obispo County Employees Association. A day of lobbying key legislators was scheduled for March 3 and we had meetings with 10 legislators and /or their staff. We met with representatives from the offices of Senators Denise Ducheny, Tom Harman and Chris Kehoe. Assembly Members Joel Anderson, Martin Garrick, Shirley Horton, Kevin Jeffries, George Plescia, Mary Salas, Lori Saldana. We made sure that they understood that San Diego Court has been fiscally responsible and it would not be fair to take from our budget to pay for services of other state courts because of their failure to plan. Much was accomplished while we were in Sacramento and you can be assured that your legislators know that each of you will be watching how they represent your interests as dedicated public employees.

Pay Raise a Priority

As part of your current contract a pay raise is due in June of this year. We have assurances from the Court that they intend to fulfill the terms of our contract effective through June 2009. Though the state legislators and the Governor have the final say so on the state's budget, you can be assured that your SDCCEA leadership will continue monitor the budget meetings in Sacramento and aggressively challenge any issue that relates to your schedule pay raise. We will work collaboratively with Court management to address all areas of concern that the state may cause us to be

(Continued on page 5)

LABOR REPORT

(Continued from page 2)

faced with.

State Budget is a Real Crisis

With the State faced with a budget shortfall of at least 14 billion dollars we can expect to see some impact now and possibly more as we get nearer to finalized budget. What you may be hearing now (a 10% across the board cut) is what the governor has proposed. There are very intense budget committee meetings taking place as this is being written. In order to insure that the legislators know how their actions could harm California's dedicated public servants an enormous amount of lobbying is taking place. The legislators we have been speaking with have positions ranging from "it's a spending problem, not a revenue problem" to "we need to increase taxes and fees to insure the state can continue to provide public services". One thing that is important for you as court employees to understand is we are in a fiscal crisis and a fair and reasonable resolution will likely include a combination of spending cuts and revenue increases. If this crisis is addressed with only cuts or revenue increases we will be faced with similar problems every year. When the May budget revision comes out there will

be a clearer picture of what the budget may actually end up being. The fact is that the state is operating at a deficit and since the Court's are funded by the state, there will be an impact on court employees. The SDCCEA's priority is to insure that all terms and conditions of our current contract are fulfilled. It would be naïve to think that we will get through this time without feeling some impact. I have spoken with some of you already about workloads, staffing, work supplies, etc. and it is important that to get through this difficult time everyone must be willing to continue to contribute at the high level that has come to be expected.

Though we expect many challenges over the next several months, you can be assured that your leadership, Amy Shillingburg, Cindy Schmidt, Jennifer Meleen-Louis, Hong Au, Annette Robinson, Mary Brooks, Alison Blackwell and Scott Seyler, will be working diligently on behalf of each of you.

Please work with your SDCCEA leadership in making sure that the politicians who are elected to represent you know that you care about your careers and the services you provide to the public. Below are two Senators who represent San Diego County and sit on the State's budget committee. Denise Ducheny is the Chair of the committee. Call them, send them letters and send them emails

and let them know that **"any direct cuts to your wages and benefits will not only affect your ability to adequately provide services to their constituents, but will have a direct impact on who you vote for in future statewide elections."**

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