

LOCAL 620



Stronger Together

**INSIDE
THIS
ISSUE:**

**County Chapter P 1
Negotiations**

**Update from P 2
Northern Turf**

**Contract Action P 3
Team (CAT)
Power!**

**SEIU Local 620 P 4
Endorsements -
Santa Barbara
City Council**

**Santa Barbara P 5
Superior Court
Employees La-
bor Manage-
ment Mtgs.**

**500 + P 6
Employee's
Rally for a Fair
Contract Pic-
tures**

**Santa Barbara P 7
Daily Sound
Rally Article**

“Around The Local”

VOLUME 13, ISSUE 2007-6

NOVEMBER 2007

County Employees Not Pleased Working Without a Contract



‘From the Executive Director’
Walt Hamilton

County Employees Working Without a Contract

The 2,100 County Chapter members of Local 620 are, by the time you read this working without a contract since our current, 3 year MOU expired October 7th, 2007. Thus far, the County has an obligation to continue to honor the expired contract but that could change quickly after an impasse is declared as seems likely.

This sorry state of affairs is a result of a number of factors including the County’s interest in a multi year agreement without offering sufficient monies for salaries or benefits.

County Members Demonstrate Strength in Unity

I continue to be impressed by the increased level of determination amongst County employees to get a strong contract and a good raise this year. They are busy organizing their work sites as they have not done for years.

As I write this well over 500 have signed petitions asking the Board of Supervisors to make them a priority this year and many

are also calling the Board of Supervisors. Our Contract Action Team members (CATs) are demanding even more assertive actions and continue to organize their co-workers at their work sites for possible actions to support a fair contract this year.

Union Study Confirms County Has the Ability to Pay

Our sister Local 721 has completed a study of the County’s budget at the request of Local 620 and it confirms that the County has a practice of overestimating expenditures and underestimating revenues which generates fund balances year over year.

Other Chapters Urged to Get Involved!

I urge all Local 620 members reading this to get engaged in the County struggle this year. We need the strength and unity of all Local 620 members in Cities and Districts too! When the time comes for our own contracts, we may need County employees to get involved! Call Local 620’s Political Director Mario Chavez @ 805-963-0601 ext. 13 to find out how to plug in and support County employees in your area.

**Remember:
Strong Union = Strong Contract!**

Update from Local 620's Northern Turf

By Bruce Corsaw

As one of your staff supporting the Executive Director at the table, I am concerned with the County's position.

We are not receiving the same respect as afforded other represented bargaining units.

Local 620 members and staff have been busy up north negotiating contracts, conducting field campaigns and representing fellow members.

Negotiations in the City Morro Bay resulted in a 1 year contract, 3.0% salary increase effective July 1st, 100% pick-up of health insurance premium increases effective January 1st, compensatory time off increased to 60 hours maximum accrual and me-too protection on salaries. Membership ratified the 1 year contract on September 27th. I would like to thank the Bargaining Team Eric Endersby, Dan Robertson, Eric Zatt and Becka Kelly for a job well done. I would like to give a special thanks to Eric Endersby for many years of dedicated service to both his co-workers and Local 620. Eric is being promoted to a management position. We know he will continue to afford the same respect and dedication to his staff in his new role as he has for many years as a union leader.

We are presently negotiating in the City of Santa Maria for Full Time and 32 Hour members. Negotiations began on October 2nd with both full time and part time members at the same table. We are expecting to conclude negotiations prior to the December expiration date of both full time and part time MOUs, combining both groups into one unit with a single contract.

Local 620 staff are all working on the County of Santa Barbara negotiations. Contract Action Team members (CATs) are still needed. It is extremely important for all members to participate in County negotiations covering their wages and benefits by volunteering to be a worksite leader, attending union meetings and by participating in job actions sponsored by your negotiations team. As one of your staff supporting the Executive Director at the table, I am concerned with the

County's position. We are not receiving the same respect as afforded other represented bargaining units. County management have made many comments regarding our salary and benefit levels, voicing their concern that the County is not competitive and admitting they are having difficulty retaining and recruiting qualified staff. Now that we are at the table, management's proposals do not reflect the need to develop a contract that offers competitive salaries or benefits. In fact current proposals will broaden the gap between County employees and their colleagues both within the County and within the surveying agencies contained in our MOU. The time is now for County members to remain strong and united in our effort to achieve a fair contract and demand the respect from management that we deserve.

Together Local 620 members can overcome obstacles at all of the bargaining tables in support for all working families. One way is by voluntarily contributing to SEIU Local 620's Political Program (COPE) so that we have the funds to make substantive impacts and changes with Local, State & Federal Government such as Universal Health Care especially due to the rising cost of healthcare. Two or more dollars per pay period may not sound like very much, but when you multiply these amounts by thousands of members it enables us to make a difference with our elected leaders and pass much needed laws that benefit working families.

Together we can make a difference.

Local 620
Unite • Participate • Overcome
Stronger Together

Contract Action Team (CAT) Power!

By Joel Rodriguez-Flores
and Marcelino Sepulveda, Organizers

SEIU Local 620 members working in Santa Barbara, Lompoc, and Santa Maria are rallying together for a fair contract with Santa Barbara County. Our Contract Action Teams (CATs) have been meeting weekly in all three locations for the past couple of months to receive updates about contract negotiations with the County and discuss ways to provide support for our bargaining team.

During this round of negotiations, our members have exhibited a level of engagement far exceeding recent contract campaigns. In 2004, when our last contract with Santa Barbara County was signed, there were about 20 CAT members engaged in the campaign countywide. This time around, more than 150 SEIU members around the County have signed up to get involved as a CAT! The Santa Barbara and Santa Maria teams, feeding off the momentum of the member-led host committees that were created earlier this year, have 60 and 47 members, respectively. In addition, Lompoc has seen a surge in union activism, with 50 CAT members committed to fighting for a fair contract. Perhaps never before has Lompoc seen this level of involvement from SEIU members.

Our 3-year contract with Santa Barbara County expired on October 7th, and our CAT members are pushing hard to make sure the County's bargaining team and the Board of Supervisors hear their needs loud and clear and address them in the new contract. In only 2 weeks, CAT members gathered approximately 1,000 signatures from County employees urging the Board of Supervisors to make contract negotiations with SEIU Local 620 a priority. They also called each Supervisor at his or her office to let them know that SEIU members who live and work in every district care about a fair contract.



SEIU 620 Endorses Shawn Terris For Retirement Board



OTE

Shawn Terris County Retirement Board

- Incumbent—Proven 100% loyalty and advocate for employees; GREAT record
- Keeps us informed of retirement issues despite objections from County management
- Endorsed by: SEIU 620, SEIU 535, Management Association (SBCMA), and Physician's Union
- Testified at the State Capitol to protect public employee's retirement benefits
- Guest Speaker at conferences around the U.S. and published author on retirement issues
- Elected President of California's State Association of County Retirement Systems (SACRS)—the first time ever that someone from Santa Barbara has been so honored in its 54 year history.
- Masters in Business Administration; 24 Years of Financial Expertise

Santa Barbara County Employee's Retirement Election Schedule

Nov. 13	Tuesday	Ballots will be mailed to your home
Dec. 12	Wednesday	Deadline for ballots
Dec. 13	Thursday	Count the votes and identify the winner



Our contract expires next year and we need to ensure that we elect candidates that are supportive of our membership during contract negotiations. We need for all of our members to do their part in ensuring that we get fair contract and this is one way of doing your part. Get involved...

SEIU LOCAL 620 ENDORSES “DAS WILLIAMS” AND “HELENE SCHNEIDER”

This November 6th the City of Santa Barbara will be holding its General Municipal Election and we are asking all SEIU Local 620 eligible voters in the City of Santa Barbara to get out and VOTE for incumbents Das Williams and Helene Schneider for Santa Barbara City Council.

Questionnaires were mailed to all eleven candidates and six out of the eleven candidates responded to our questionnaire. On September 19th our Political Action Committee interviewed the six candidates asking a series of questions that helped gage the candidates support for working people. Our PAC then made a recommendation for endorsement to our Executive Board who formally endorsed the two candidates. Our PAC found that incumbents Das Williams and Helene Schneider were the two candidates that posses the leadership and experience to represent the interests of our hardworking City of Santa Barbara members.

SEIU Local 620 would like to recognize the following members, Dave Harris from the Motor Pool, Jeff Miller from the Parks Dept., and Rick Ornelas from the Streets Dept. for their hard work and participation as PAC members.

Our contract expires next year and we need to ensure that we elect candidates that are supportive of our membership during contract negotiations. We need for all of our members to do their part in ensuring that we get fair contract and this is one way of doing your part. Get involved... we need as many precinct walkers and phone bankers as possible, please contact Mario Chavez @ 805-963-0601 ext 13 if you would like to get involved.

VOTE !

For incumbents Das Williams and Helene Schneider for Santa Barbara City Council

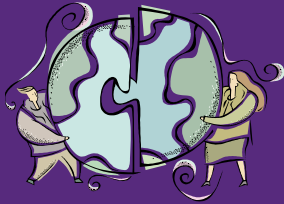


SB City Council Member
Das Williams



SB City Council Member
Helene Schneider

Working Together Works!



Items in the Agenda box can be submitted anonymously. Forms are provided at the boxes. Please be professional, and focus on issues, not individuals.

Santa Barbara Superior Court Employees Invited to Bring Issues to Labor Management Committee (“LMC”)

By Lisa Pompa, Court Employee’s Union Rep

Not all workplaces have Labor-Management Committees. Court leaders decided to negotiate this concept into the first union contract, and it remains in the current contract. The “LMC” is an informal process to discuss issues of operations and safety-related matters not affecting wages, hours, or individual grievances.

The Labor Management Committee represents a commitment by both labor and management to solve differences at the lowest level possible, and to use the Committee as a proactive forum for communication around appropriate issues.

Since starting up the LMC in August, the committee has tackled such issues as Transfer Lists (which will be reestablished for an orderly process for employee transfers), break room and cleaning policies, sick leave inquiries (supervisors can appropriately ask about return date from a sick leave but not about diagnosis), and safety (new comprehensive procedures for weapon screening will roll-out in Lompoc and Juvenile Halls first). For more details on these and other items, PLEASE read the minutes and talk to your LMC union representatives.

Minutes and Agendas are posted on Bulletin Boards at Anacapa, Lompoc, Figueroa and Cook-Miller next to the “Agenda” boxes. Any and all staff can submit agenda items pertaining to court-wide functioning into an Agenda Box or by delivering in person to a steward or other LMC union representative. Only LMC union reps have

keys to the Agenda boxes. Items in the Agenda box can be submitted anonymously. Forms are provided at the boxes. Please be professional, and focus on issues, not individuals.

The Committee meets every other month, but if items are pressing or if no items have been submitted, the date of the meeting may move up or back a week as needed. Currently, the union members who represent you at the LMC are Liana Campos, Nancy Young, Ruth Bailiff-Torres, Debbie Graydon and Julie Hernandez. Three of our five reps meet with two representatives from management, Darrel Parker and Stephanie Robbins.

So, keep your eyes open for the outcomes from these meetings!



The County Works Because We Do! Over 500 Union Members Rally For A Fair Contract October 9th!

Hundreds of Santa Barbara County government workers staged union rallies Tuesday, October 9th in Santa Maria, Lompoc and Santa Barbara to draw public attention to their fight for “a fair contract.”

The photos below are from the Santa Maria and Lompoc Rallies.



SEIU Rallies for New Contract



Santa Barbara County employees protest yesterday in front of the county administration building in downtown Santa Barbara demanding a 'fair' labor contract. SANTA BARBARA DAILY SOUND / Janelle Holcombe

Workers want new contract

By Colby Frazier

Daily Sound Staff Writer

With purple shirts and picket signs, hundreds of rowdy Santa Barbara County employees, who are represented by SEIU Local 620, rallied in front of the County Administration Building yesterday, where they demanded a "fair" labor contract from their employer.

"We all work really hard," said Hunter Quinn, who works in the County's Department of Children Supportive Services and addressed the crowd of about 300. "This county works because we do. We deserve to be taken care of just like everyone else."

Quinn said the union has been at the negotiating table with the county for months and that little has been accomplished.

Fueling the fire for the more than 2,000 county employee's represented by SEIU 620, was the expiration of their previous three-year contract, which saw its last day on Sunday.

"We're now working without a contract," Quinn said.

The Santa Barbara rally was held in conjunction with similar rallies at the Betteravia Government Center in Santa Maria and the County's Administrative Building in Lompoc.

Despite the blunt message sent by union members to county officials yesterday, Lisa Pompa, a staff field representative for the union, said the negotiations are "cordial" and that the two parties have not yet reached an impasse.

"The snail's pace shows that we're not a priority to them." Pompa said.

The county is staying tight lipped about the negotiations.

"We are at the bargaining table actively negotiating," said William Boyer, the county's communications director. "We would prefer to keep the discussions at the bargaining table. That's the appropriate place for contract discussions to take place and when we do have an agreement that all the parties can agree on we'll be able to say more."

Pompa said the employees represented by the union are asking for annual cost-of-living increases and improved health care benefits.

Quinn said he can't afford to insure his daughter under his county plan and has several colleagues who have taken their families off of their health care in order to be insured by either Medi-Cal or the county's Healthy Families plan.

The range of employees represented by SEIU 620 ranges in diversity from public health workers, to legal secretaries in the District Attorney and Public Defenders Offices to road crews in the Public Works Department.

Scott Perkins, a heavy equipment operator in the Public Works Road Yard, said 95 percent of his colleagues were present at the rally.

Perkins, a brawny man who fit the cliché of a Public Works employee, and many of his fellow Road Yard workers could be seen pulling their purple union shirt's on over their orange work shirts before the rally began.

"We're here on our own time," Perkins said.

"It's just getting harder and harder for employees."

Perkins said each year it becomes more and more hard to retain good employees because the amount of money being pulled out of each paycheck is far outpacing the amount of money going in .

Darcy Freegard, a custody records specialist who works for the Sheriff's Department at the county jail, said she has to do everything in her power to make her base salary more in order to make ends meet.

"Gone are the 40-hour weeks," she said. "Luckily I have a husband with a different union job. "If I was a single parent I wouldn't be able to do it."

Santa Barbara County Employees' Assn.
 SEIU Local 620
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NONPROFIT ORGANIZATION
 U.S. POSTAGE PAID
 SANTA BARBARA, CA
 PERMIT NO. 620

We are always updating our database. Please return the member change form to the Santa Barbara Office.

Santa Barbara Office
 933 Castillo Street
 Santa Barbara, CA
 93101
 Phone: 805-963-0601

If any information has changed:

New address?
 New Email Address?
 Name Change?
 New Job Location?
 New Job Classification?
 New Home Phone?

MEMBER CHANGE FORM	
Name:	Home Phone:
Address:	Work Phone:
City:	Zip Code:
Work Location:	Fax Number:
Job Title:	Date of Birth:
Beneficiary:	Relationship:
Email Address:	Signature:

Chapter: (Place an "X" next to your Chapter)

- | | | |
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| <input type="checkbox"/> Air Pollution Control District | <input type="checkbox"/> Pismo Beach, City of | <input type="checkbox"/> Santa Maria, City of |
| <input type="checkbox"/> Arroyo Grande, City of | <input type="checkbox"/> Port San Luis Harbor District | <input type="checkbox"/> Retired Chapter |
| <input type="checkbox"/> Atascadero, City of | <input type="checkbox"/> San Luis Coastal Unified School Dist | <input type="checkbox"/> Guadalupe, City of |
| <input type="checkbox"/> Cambria Community Svc District | <input type="checkbox"/> San Luis Obispo Court Tech. Unit | <input type="checkbox"/> Santa Barbara Hourly , City of |
| <input type="checkbox"/> Carpinteria, City of | <input type="checkbox"/> San Luis Obispo Courts "General" | |
| <input type="checkbox"/> Goleta Water District | <input type="checkbox"/> Santa Barbara "General", City of | |
| <input type="checkbox"/> Grover Beach, City of | <input type="checkbox"/> Santa Barbara "TAP", City of | |
| <input type="checkbox"/> Isla Vista Recreation & Parks Dist. | <input type="checkbox"/> Santa Barbara, County of | |
| <input type="checkbox"/> Morro Bay, City of | <input type="checkbox"/> Santa Barbara Court Employees | |
| <input type="checkbox"/> Paso Robles, City of | <input type="checkbox"/> Santa Maria Cemetery District | |