



The News

VICTORY!!! Our Contract Campaign is SUCCESSFUL!!!

By Walter Davis

EDCEA President

Collective bargaining is a democratic right and a formal legal process, but the contract campaign is bargaining's heart and soul—workplace democracy and shared governance at its finest.

Our contract campaign was a plan of **action** designed to encourage the County to agree to improve working conditions and compensation as proposed by our Bargaining team. Your actions made that a reality.

Contract campaigns begin with educational outreach such as brown bag meetings, site visits, newsletters and bargaining updates. Then we moved on to expressions of solidarity such as wearing buttons or t-shirts; then we continued with letters, e-mails, faxes, op-ed pieces, social media networks; and culminated in public demonstrations of support and unity. Nothing else compares to the active engagement and unity of you, the members.

We stepped up — by engaging in acts of participatory democracy we have become **active** members of our Union. For this, I applaud us all!



Prior this victory, many believed that the life force of our union was being sucked dry by years of no raise contracts, and eventually many members began to question why they were paying dues to a union that appeared incapable of protecting their wages and benefits. Morale was low. Hope for the union's future and its members' livelihood started to dim.

Sensing blood, a variety of anti Labor organizations and politicians were preparing the anti-union deathblow, But after this big win, we are in a better position to defend ourselves against these attacks, and in a better bargaining position for contract negotiations next time, since members will want to expand on their momentum to regain the losses they've incurred in recent contracts.

By leveraging power or "levers of power" we brought pressure on the County. The ability of

our Union to exercise power in this context was critical to mobilizing pressure against hostile concessionary proposals from the County. By understanding the relationship between organizing strategies, bargaining outcomes and member participation in terms of levers of power draws in part from John Kelly's application of "mobilization theory" to the industrial relations field. Kelly's emphasis on the balance of power between capital and labor, and the capacity of the union to mobilize workers.

In simple English...Our Organizing efforts brought about this Contract VICTORY!!



**MAJOR LEAGUE KUDOS
TO OUR LOCAL #1
CONTRACT ACTION TEAM!**



Brown Bag Meetings are a SUCCESS!!!!

This little guy to the right was our constant companion... sharing news of meetings and upcoming actions, each step of our campaign.



Have You
Heard? ...



**Our Brown Bags were Informative
& Interactive!!!**



And the Winner is.....

***Patricia
Branaugh***

**Drawn by: George
Biedermann**

Brown Bag ~ 1st West Slope Winner





PICNIC



A Very Special Thank You for their Donations



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It Takes A Village...This is OUR VILLAGE



Our Contract Action Team in ACTION.....



Have You
Heard?



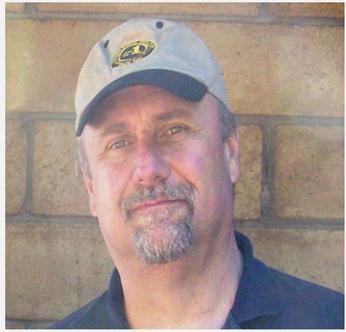
Have You
Heard?



Have You
Heard?



WHAT IS AN UNFAIR LABOR CHARGE?



By Jere Copeland
Executive Director

During the Negotiations for this contract, Local #1 filed an Unfair Labor Charge, ULP, against the County. A charge that was dropped with the ratification of our MOU. But exactly what is a ULP?

The Meyers-Millas-Brown Act, passed in 1968, covers the relationship between the County and its employee organizations. One section of that act, 3506 GC, prohibits public agencies and employee organization from interfering with, intimidating, restraining, coercing, or discriminating against public because of their rights to participate in the activities of a union. The Public Employment Relations Board is the state organization charged with enforcing the MMB Act. To that end, PERB has developed a set of regulations that define what constitutes a ULP. If either the County or Local #1 feels

the other has violated one or more of these regulations, they can file an unfair charge with PERB.

When that is done, the charge is assigned to someone known as a Board Agent who will do an initial review. The Charging Party, in this case Local #1 and Respondent, the County will be provided with the case number and name of the Board Agent by letter shortly after filing. The Respondent will be allowed time to respond to the allegations. This response must be sent to the Charging Party as well as to PERB. After receiving the Respondent's response, the Board Agent will determine if the charge meets the minimum legal standard for a violation of the statute, that is, it states a prima facie case. If the charge fails to meet this standard, the Charging Party will be sent a "Warning Letter" and allowed time to correct the deficiencies in the charge. If the deficiencies are not corrected, the Board Agent will dismiss the charge. The Charging Party may appeal the dismissal to the Board itself.

If the charge states a prima facie case, the Board Agent will issue a "Complaint" and set the case for an informal set-

tlement conference to be conducted by a different Board Agent who will mediate the dispute. If the parties fail to reach agreement during the settlement conference, the case will be set for formal hearing in front of a PERB administrative law judge.

At the hearing, the Charging Party bears the burden of proving its case. Parties may call witnesses and introduce documentary evidence. Witnesses testify under oath and may be examined and cross-examined. At the end of the hearing, parties may present oral arguments on the record or through post-hearing briefs. An administrative law judge presides over the hearing. Decisions typically are made after the administrative law judge reviews the entire record, including the transcripts of the hearing, exhibits and written briefs filed by the parties. Transcripts usually are available in two to three weeks after the hearing. Briefs usually are submitted in 30-45 days from the close of the hearing and the administrative law judge issues a decision in most cases in 50-75 days from receipt of the final brief. In exceptional cases, the procedure may take longer.



By Richard Boyd
Senior Business Agent

Several weeks ago, I had to travel back to New York to attend my Aunts funeral. While there I took some time to go through some of my Dad's old union files; which I had stored away in the attic of my brother's house.

While doing so I came upon a box of my Dad's old Union flyers and letters. One flyer in particular caught my attention. I am going to share its content.

"Because" I am not afraid to line up with fellow workers and make an honest demand for that which is our by heritage.

"Because" I want to see every man, woman and child have plenty to eat, plenty to wear and to enjoy it.

"Because" I am opposed to filth and ignorance and in favor of health and knowledge.

"Because" I think more of an honest heart under a ragged shirt than I do of a block-headed bloated with a bank account.

"Because" a Union man is never disrespected by anyone except a lot of red-eyed rounder's with more money than kindness.

"Because" when I pay my dues into the Union I realize that I am stirring some thicken into a bowl of soup for some poor, hungry woman or child.

"Because" I has rather be unpopular with a lot of rich bosses than to show white feather to my fellow workers.

"Because" I am in favor of more bread and less brutishness; more pie and less pomp; more cozy cottages and less cowards and criminals; more soup and less superstition; more health and happiness and less hell and hellishness.

My Dad used this flyer when he was organizing Machinists in 1966 in the city of Hercules, New Jersey. More remarkable is the byline of the flyer credits the author a Union Organizer from 1907....

True in 1907....True TODAY!

March on Washington 1963

In addition I found this entry in my Dad's journal; this entry brought me to tears:

"A kind of a unique energy emanated from the massive crowd, and it was just that energy that made the words in Martin Luther King, Jr.'s speech resonate. He had, in fact, used the phrase "I have a dream" in previous speeches with hardly

anyone registering anything exceptional about it. It played out differently that August day. The reason is simple: The power was woven in the feedback loop that jumped between the words, the speaker, and his audience. It was those quarter of a million souls who made the "dream" the "Dream." It was a perfect storm. I know, because I was standing no more than 5 feet behind Martin when I saw Mahalia Jackson, his favorite gospel singer, look to him with a beaming face and shout a piece of advice. As the suggestion took root, I watched Martin push aside the text of the speech and state "I have a dream". ..the rest is history".

"Something else us organizers became aware of, more surprising than the size of the crowd, was its diversity in age. Naturally we had expected college students, even some high school students, but there were little children, septuagenarians, and everything in between. It was exhilarating to see the generations come together over such an important issue. Even those who knew they would never live to see the needle budge a millimeter in favor of Negroes, let alone make it to "the Promise Land," were they're fighting for those on down the line like my children. This was one important key to The Movement, out in the open but invisible to most who opposed us: It was never about me now; it was always about someone someday.



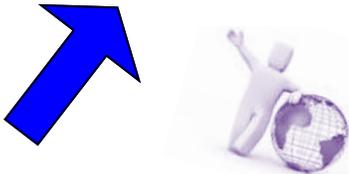
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“Where trade unions are most firmly organized, there are the rights of the people most respected.”

~Samuel Gompers

Public Employees Union Hires New General Manager

Mr. Peter Nguyen currently serves as General Manager of Public Employees Union, Local 1. Immediately prior, he held the posts of Executive Director of the University of Connecticut AAUP (American Association of University Professors) and Senior Collective Bargaining Advisor to the University of Connecticut Health Center chapter of AAUP. Previously, as National Director of Member Education and Organizing for the Screen Actors Guild, he helped lead that union through a major nation-wide contract campaign and nearly seven month strike, the longest in Hollywood history. Mr. Nguyen has also worked as an organizer and representation specialist for the California Faculty Association and California Federation of Teachers, where he developed extensive experience as a labor negotiator and political strategist.

In addition, he has served as expert panelist, presenter, and trainer for numerous organizations, including the Beverly Hills Bar Association, San Fernando Valley Leadership Institute, House of Blues Foundation,

Museum of Tolerance, AAUP Summer Institute, AFT Collective Bargaining Conference, AFT Union Leadership Institute, AFT Western Regional Conference, CFT Leadership Conference, CFT Council of Classified Employees Conference, AFT Oregon Local Presidents Conference, and CFA Statewide Conference on Equity, among others.

Mr. Nguyen earned a Juris Doctor from the UCLA School of Law, where he focused on Civil Rights, Critical Race Theory, and Labor Law, and served as Student Bar Association President. He completed a Bachelors Degree in Psychology and Political Science from the University of California, Davis, where he was elected President of the Associated Students. Mr. Nguyen has taught or guest-lectured at the University of Connecticut, California State University, Channel Islands, Cerritos College, and California State University, San Bernardino.

He has also testified publicly before the California State Assembly and Senate Higher Education Commit-

tees, the University of California Board of Regents, and various local government boards on topics such as the curriculum, funding, and diversity of public education and the working conditions of public employees.

Outside of work, Mr. Nguyen has earned certifications in three different martial arts, enjoys photography, is a sports car enthusiast, and roots avidly for the San Francisco 49ers, Los Angeles Lakers, and UCLA Bruins.



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POWELL'S STEAMER CO. & PUB are now offering El Dorado County Local #1 members a 10% discount off any weekday lunch. Please show your membership card to receive your discount.

PEU PERKS Registration:

- 1) Click on Register Now (tab at top of home page).
- 2) Enter your Company Name (call us).
- 3) Follow step by step instructions. A temporary password is given which can be changed later.

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