APRIL 2017

Madera County Chapter Newsletter

CHAPTER OFFICERS

President
Brandy Curran
Social Worker III
662-2608

Vice President COMPA:
Juli Johnson
Social Worker III
662-2607

Vice President SEMC:
Juan Rivera
Traffic Sign Worker II
363-9480

Secretary
Vacant

Chief Shop Steward
Vacant

SEIU Local 521 Internal Worksite Organizer
Diana Vasquez
(559) 447-2560
diana.vasquez@seiu521.org

We're on the Web!
www.seiu521.org

PRESIDENT'S MESSAGE

Hello to everyone, your Chapter leadership wants to bring you up to date on the Meet and Confer discussions we have been having on behalf of all employees represented by SEIU Local 521 – COMPA and SEMC. We want to assure everyone that when we go in and meet with Madera County your chapter leaders represent the whole. I encourage you to become a member as we all benefit from any language that is negotiated with Madera County. We will be discussing at our next Chapter General Membership meeting with is held on the 4th Wednesday of the Month. (March 22, 2017) the following:

Flexible Spending Account – 125 Program: Chapter Leadership has been meeting with Madera County on establishing the Flexible Spending Accounts – IRS Section 125 Program as specified in our MOU. Refer to the following Articles in our Contract to review language. MOU COMPA – Article 24.03.00 and MOU SEMC - Article 24.03.00, available online at: www.seiu521.org/maderacounty. During our discussion with Madera County Chapter Leadership agreed to open this option up to all Madera County Employee Associations as their MOUs do not have this language. This agreement will help drive the member Administrative costs down. There are various options being offered, refer to back of Newsletter for Flexible Spending Account Proposals.

The option that has best offer is the P&A Group, they are offering:

- A 5-year fixed rate (01/01/2017 – 12/31/2021)
- Business hours extended 5:30 a.m. – 07:00 p.m.
- Benefits will be available on Master Card or debit card
- P&A Group Administrative Fee is $1,000 is only applicable if there are less than 20 participants. They do not foresee that happening as SEIU at initial meeting agreed to open it up to other groups in Madera County, to have less impact on Administrative fees.

Brandy Curran
Social Worker III and Chapter President

General Membership Meeting

Meetings are held the 4th Wednesday of every month at DSS Administrative Building—Main Conference Room, 700 E. Yosemite Ave., Madera

Wednesday, April 26
5:30—6:30 p.m.

Please RSVP your attendance at (559) 447-2560

Topics of discussion:

- Flexible Spending Account—125 Program
- Bargaining Surveys
- 2017 Non-Economic Bargaining Re-opener

NOTE: PROPOSED SPENDING ACCOUNT: *Contact your Chapter Leadership if you have questions. We will be answering questions prior to meeting with Madera County through April 5, 2017. You can also call Diana Vasquez, Union Representative at (559) 447-2560.*

Future Meetings: May 24, June 28, July 26, Aug. 23, Sept. 27, Oct. 25, Nov.-TBD, Dec.-TBD

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STEWARD CORNER—Know Your Rights!

INVESTIGATORY INTERVIEWS:

"*Weingarten* rights" entitle union-represented employees to request the presence of a Union Steward during any interview that **an employee reasonably believes** could lead to discipline. This right was established by a 1975 U.S. Supreme Court case, *NLRB v. J. Weingarten, Inc.*, which the California Supreme Court has extended to public employees.

Usually, your boss will not tell you about these rights. If you want a Steward to accompany you to a meeting with management, **you must make the request yourself**. If you aren't sure what the purpose of a meeting is, ask your boss if the meeting could result in discipline.

Since every situation is different, we always recommend that you consult your steward or our Contract Enforcement Department if you have questions. But the basic rule is **you are responsible for exercising your *Weingarten* rights**. If we don't use them, we lose them.

BARGAINING TEAM FOR 2017 CONTRACT RE-OPENER

Madera County COMPA and SEMC Chapter have a contract Reopener for 2017. Bargaining Surveys have gone out to all employees represented by SEIU Local 521. Please complete your survey online at: http://521.seiu.org/MCReopener or complete the survey and either Fax to the Union Office, give it to one of your Chapter Leaders.

The Bargaining Team representing membership will be:

- Brandy Curran, Madera County Chapter President
- Juan Rivera, Vice President SEMC
- Julia Garcia, Behavioral Health
- Simone Walton, Social Worker
- Alternate: Julio Garcia

TAKE THE CONTRACT RE-OPENER SURVEY ONLINE AT:
http://521.seiu.org/MCReopener

stay informed

- ►Visit your chapter web page frequently: www.seiu521.org/maderacounty
- ►Like us on Facebook: www.facebook.com/SEIU521
- ►Or, simply text 521 to 787753 to subscribe to text alerts.

(Standard text message rates may apply.)

FLEXIBLE SPENDING ACCOUNT PROPOSALS
EFFECTIVE 1/1/2017

County of Madera
Flexible Spending Account Proposals
Effective 1/1/2017

FSA Benefits	Navia Benefits	P&A Group
FSA Administration	**Proposed Option 1**	**Proposed Option 2**
Toll-Free Telephone Access	Included	Included
Customer Service Location	Bellevue, WA	Buffalo, NY
Customer Service Hours (PST)	Monday - Friday 5:00 AM - 5:00 PM	Monday - Friday 5:30 AM - 7:00 PM
Plan Document Amendment	Included	Included
Summary Plan Description	Included	Included
Enrollment Kits	Included	Online - Included Hard Copy - Optional (to be quoted on request)
Employee Meetings	Included: Onsite and webinars	Included: Onsite, webinars, and conference calls
Discrimination Testing	Included	Included
Direct Deposit	Included	Included

FSA Fees	Navia	P&A Group
FSA Fees	**Proposed Option 1**	**Proposed Option 2**
Set Up Fee	None	Waived
Renewal Fee	$0	$0
Monthly Maintenance Fee (PPPM)	$4.25	$4.25
Debit Card Monthly Participant Fee	Included	Included
Minimum Monthly Administrative Fee	$50	$1,000 [1]
Enrollment		
FSA (Health and Dependent) Enrollment	220	220
Rate Guarantee	**1 Year** **1/1/2017 - 12/31/2017**	**5 Years** **1/1/2017 - 12/31/2021**
FSA - Monthly Participant Fee	**$935**	**$935**
FSA - Annual Participant Fee	**$11,220**	**$11,220**

[1] Minimum annual fee only applies if less than 20 participants

Enrollment based on estimated participants

Note: This summary is for informational purpose only. It does not amend, extend, or alter the current policy in any way. In the event information in this summary differs from the Plan Document, the Plan Document will prevail.

CONTRACT ACTION TEAM

Your Bargaining Team is only as strong as the members who support them.

A good contract takes a commitment from all workers.

How will you be willing to help to support your Bargaining Team during negotiations?

_____ Attend Chapter meetings to stay informed
_____ Distribute flyers to my co-workers to keep them informed
_____ Sign up new members to show strength
_____ Wear purple to work or take unity breaks on designated days to show management our strength
_____ Attend rallies when planned to build momentum
_____ Attend Board of Supervisors meetings if necessary
_____ I'll do all I can to support the Bargaining Team just call me at (___) _____

Talking Points

April 2017

Sanctuary County

"We go into people's homes to do nursing assessments. Our initial visits are the longest ones because we want to develop rapport with our patients. Otherwise, we can't be effective. If the environment becomes more anti-immigrant, it will become more difficult for me to do my job. Trust is a huge part of my work."

- Marilyn Mara, Public Health Nurse, Santa Clara County

Read more about our union's amicus brief in support of Santa Clara County being a "sanctuary" jurisdiction: www.seiu521.org/sanctuary

Connect with us!
fb.com/seiu521
www.seiu521.org

Potential Honorary Members

7,041,413

April is National Volunteer Month. Over 7 million Californians volunteer every year according to the Corporation for National Community Service. Many of these people volunteer to support libraries, Animal Services. and other public agencies. Did you know the volunteers you work with can also become Honorary SEIU Local 521 members? Volunteers that help us deliver quality public services already support our mission. During National Volunteer Month, you can help them take their activism to the next level by signing up here: www.seiu521.org/htamembers

Build Political and Community Power

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How many days it took for "repeal and replace" to become "reveal and retreat." The healthcare bill intended to replace the Affordable Care Act crashed and burned on March 24. In the end, the Republican leadership didn't even let the bill come to a vote. The marches we led, the candlelight vigils across Local 521, the phone calls and digital activism all played a part in this victory. Let's stay vigilant and continue to #fight4ourhealth. #CareNotChaos. Join the fight at www.SEIU521.org/f4oh

Upcoming Events

April 3:	Immigration Lobby Day in Sacramento
April 15:	Immigration KYR workshop in San Jose
April 17-22:	International Week of Action
April 29:	People's Climate March
May 1:	International Worker's Day March and Rally

Get synced with all the events on our website at www.seiu521.org/events

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Develop Leaders

Number of new activist members whose bilingual chants filled the air at Encompass Community Services' first unity rally on March 27. The rally kicked off the beginning of Encompass workers' fight for a contract that invests in our community. Encompass workers provide vital Head Start and preschool childcare services in Santa Cruz County. Over the years, these childcare providers have been working to improve the quality of early education in Santa Cruz and Watsonville, but as parents themselves, Encompass workers have struggled to afford the same quality of care for their own children.