



SAN BERNARDINO PUBLIC EMPLOYEES

TEAMSTERS LOCAL 1932

Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS

THE VOICE

FALL 2015

REPRESENTING OVER 13,000 PUBLIC EMPLOYEES

RE-ELECT VERE WILLIAMS!

Vere Williams is a Local 1932 Board member who is running for re-election on the County's Pension Board, after completing his first year on the Board. He replaced a member who became ill and had to retire. There are two General Member seats, one Safety seat and one seat reserved for Retirees.

Vere is a true advocate for employees, who understands that there is a nationwide attack on defined benefit plans, destroying public employee pensions and replacing them with 401K Plans.



Pictured above from left to right are: Board Member Louis Fiorino, Local 1932 General Manager Diedre Rodriguez, and Retirement Board member Vere Williams

The Retirement Board also reviews Medical Retirement applications and needs someone who is caring enough and sensitive enough to be a strong advocate for this as well. In the year that Vere has been a member he has attended New Trustee Training and has taken one class from the Wharton Business School and the other from Pepperdine College.

**PLEASE REMEMBER TO VOTE
FOR THIS STRONG TEAMSTER!**

BOARD OF SUPERVISORS PUT ON NOTICE!

On Tuesday, October 6 Local 1932 members jammed the Board of Supervisors chambers to let them know that San Bernardino County employees have had enough and won't take it anymore!



General Manager Deidre Rodriguez spoke first and let the Board know that now is the time to address the years of sacrifice employees endured during the recession with this contract reopener. She also commended the members that had won the National Association of Counties Achievement Awards this year. Personal Representative of the Teamsters General President Randy Korgan spoke next and explained to the Board that it was time to stop giving tax breaks to companies that were not creating jobs and a real economic base in San Bernardino County.



Those messages were heard loud and clear by the Board and will hopefully help translate into a strong contract for Local 1932 members!

WHAT'S INSIDE

ARMC Privatization Move Defeated!.....	2
Agency Corner.....	2
Prison Term for Vector Control Employees Rescinded!	3
August 22 – A Very Special Day!.....	3
Redlands Employee Termination Rescinded!.....	3
Steward's Training for Success!	4
Know Your Rights!.....	4
CFS Members March For Justice!.....	4
2014-2015 Notice to Fair Share Fee Payers and SBPEA Teamsters Local 1932.....	5-7

AGENCY CORNER

City of Chino: Ratified a three year contract which includes cost of living adjustments and/or increases to our unit members benefits contribution paid by the City.

City of Ontario: Employees will receive an additional cost of living adjustment of 3% in exchange for extending the MOU an additional year, along with receiving up to \$100 per month in health insurance contributions.

City of Colton: City has agreed to Meet and Confer over alternative health plans presented by the union provided there is no increase in cost.

San Bernardino Superior Courts: Currently in bargaining! The Governor

adopted a budget that supports a healthier outcome for enhancements for our unit members - we look forward to gains for our Court Professional and Supervisory unit members!

City of Hesperia: Currently in bargaining and the adopted budget has also revealed a healthier budget climate.

City of Barstow: Despite several meetings the Union is very close to declaring impasse as negotiations have stalled...

City of Fontana: Fighting with City over outdated sick leave policy.

City of Pomona: Working on reclassifications for Police Dept. members.

City of Rancho Cucamonga: The Union has conducted local Steward trainings on the Teamster model.

City of Coachella: The Mid-Managers recently joined Local 1932 because they had one issue that they had not been able to resolve in six years. What was driving them to join a real union was the fact that the City had done a classification study and had refused to implement the results. Union Representative Bridgette Washington along with the negotiating committee was able to get the City to agree to implement the findings and they are now working out the particulars!

ARMC PRIVATIZATION MOVE DEFEATED!

Recently, a group of Sterile Processing Technicians were facing the loss of their jobs through outsourcing. The Sterile Processing Department (SPD) provides services to nearly every unit/department at Arrowhead Regional Medical Center (ARMC) and is responsible for decontamination, inspection, testing, sorting, assembling, packaging, and collecting a variety of reusable medical and surgical equipment, instrumentation and supplies.

ARMC administration notified the Union in May 2015 that the Administrations' vision for the SPD was to award a contract to Integrated Medical Systems located in Birmingham, Alabama, to conduct the sterilization of operating equipment, with the contract to be in effect by the end of 2015.

ARMC administration provided two primary justifications for outsourcing: risk mitigation and recruitment and retention of employees. Upon finding this out Local 1932 Union Representative Ling Torres began holding weekly meetings with the Sterile Processing technicians and others to unite and oppose the outsourcing of SPD in defense of patient safety and the

jobs of the 35 County employees who work in SPD.

For three months Teamsters members from ARMC dedicated their time to educating other members at the medical center about the outsourcing, getting them involved by wearing "no to outsourcing" buttons, circulating a petition, staffing an informational table in the ARMC cafeteria and most importantly, uniting together collectively throughout the whole ARMC to send a clear message to the administration how unified they were.

On July 24, 2015, the administration formally announced that they had decided NOT to outsource SPD. This marks the first victory for Teamsters Local 1932 on this issue!

Tom Seyum, Sterile Processing Technician II, stated, "Our Teamsters makes everybody feel like somebody" and Donna Zumwalt, Lead Sterile Processing Technician II, stated, "There is light at the end of the tunnel, awesome job Teamsters!"



Some of the members who joined the fight!

PRISON TERM FOR VECTOR CONTROL MEMBERS RESCINDED!

Normally when Vector Control workers are sent out of town to do spraying near the Parker Dam area they are provided with hotel accommodations. In May when six employees were asked to go to the Dam area they found out just a few days before their scheduled arrival that the County had not provided their hotel confirmations. Instead, in an effort to "save money" they wanted them to stay at the local municipal water district in dorm rooms built in the 1930's. The problems with "dorm" room included: no cell phone coverage; single beds and very loud air conditioning units built in the 1930's; and fifteen miles to the nearest restaurant and no way to get there - as the employees were told they couldn't use their county vehicles!



From left to right, pictured above, are Vector Control members LeeAnn Drouault, Rick Albrecht, Tristan Abbott, and Ramiro Salazar

The employees then called their Union Representative David Farugia, who immediately contacted Human Resources in the Department of Public Health and told them that their "stay" would be a violation of the Memorandum of Understanding. After a couple of months of fighting with the Department an agreement was finally reached to provide hotel rooms for the employees.

REDLANDS EMPLOYEE'S TERMINATION RESCINDED!

Redlands employee Joe Saldivar is a very happy man after his termination for off-duty conduct was rescinded.



Joe reported, "I am appreciative for the hard work my Teamster Labor Rep Gabe Ortega and my Teamster Job Steward Rich Smith did to keep me informed and to take my appeal to the highest level possible. They did a better job than anyone else could have ever done."

AUGUST 22 – A VERY SPECIAL DAY!

As attendance swelled, the first set of doors opened up to expand the room at 9:55 am. There were hundreds more pouring in from the parking lot and you could feel the excitement continue to grow. You could tell that August 22nd was going to be a successful day.

Many asked, what are we going to do, what is the plan? John Chiang, our elected California State Treasurer and District Attorney Mike Ramos, our "top cop," expressed their support for our efforts into the future. Specifically Ramos referred to the "Colonies" scandal and how millions of tax dollars were given away that could have been used for employee benefit and wage improvements.

August 22 – Continued on Back Page



DID YOU KNOW?

Early Teamsters would not allow Southern Locals to follow the practice of segregation.

In fact, they threatened to pull charters in cases where this was violated. The first local in New Orleans was governed by an Executive Board that consisted of black and white members, defying Southern tradition. By 1906, editorials in the Teamsters magazine were making impassioned pleas for all local unions, but especially those in the South, to organize African-American workers (from Teamsters.org).

STEWARDS' TRAINING A BIG SUCCESS!

As part of the upsurge in membership interest that has taken place as a result of becoming Teamsters Local 1932, over seventy members attended the Stewards Training that was held on Saturday, September 12.



The training was conducted by Local 2010 Secretary-Treasurer Jason Rabinowitz and he kept it interesting and very lively, which kept the attention of the members throughout



the day. Only one member left a little early with a prior engagement! A follow up Advanced Stewards Training is scheduled for October 24 and over eighty Stewards have already signed up to attend!

CFS MEMBERS MARCH FOR JUSTICE!

On October 13 Children and Family Service members marched to protest the critical issues in the Suicide Hotline Call Center.

They marched to show support and bring attention to the staffing shortages, which have recently gotten a lot of media attention.



KNOW YOUR RIGHTS!

When the recession hit many of the public employee pensions plans went into the red, and the public demanded reform. It turns out that part of the problem was that the public employers had been allowed to only pay the “employee” portion and not the “employer portion” for many years, which led to the large deficits.

On January 1, 2013, the **California Public Employees' Reform Act** went into effect, and we are going to discuss this now and in future issues of **The Voice**.

The law mandates that:

1. The employer can no longer pay the employee portion of the retirement contribution.
2. Miscellaneous (non-sworn) employees (Local 1932 members) hired on or after January 1, 2013, will receive a 2% @ 62 benefit formula with a full benefit of 2.5% @ 67 and a minimum retirement age of 52.
3. The employer can not provide a different pension benefit for non-represented, managerial, or supervisory employees than it provides to its other employees.

SBPEA TEAMSTERS LOCAL 1932

2014-2015 NOTICE TO FAIR SHARE FEE PAYERS AND SBPEA TEAMSTERS LOCAL 1932 FOR THE YEAR ENDED JUNE 30, 2015

California law permits agreements between SBPEA and local public agencies that authorize your employer to deduct a fair share fee from the salary or wages of all SBPEA nonmembers of the bargaining units for which SBPEA is the exclusive representative. This is also known as “agency shop”. The fair share fee is remitted to SBPEA and used to support the Association's work on behalf of all bargaining unit employees with regard to their employment relations with their employer. This Notice to Fair Share Fee Payers is applicable for fair share fees collected and which will be collected by SBPEA for the period November 1, 2015 through October 31, 2016.

Amount of the Fee

Effective November 1, 2015, and for the period thereafter through October 31, 2016 (“Fee Payer Year”), the service fee will be set equal to 100% of regular membership dues.

According to law, you may elect to become a “Fee Payer” pursuant to the agency shop provisions of the contract governing your employment. As a Fee Payer, you are required to pay that portion of the service fee that is related to collective bargaining. This is referred to as the “chargeable portion” of your service fee, and is defined below.

Right to Object

The Association believes that, since all of its activities are undertaken for the purpose of advancing the interests of Fee Payers as well as members, aside from member-only benefits provided to SBPEA members, it is appropriate that all such employees should contribute to these efforts to advance their interests as employees. However, the law provides that you have a right to object to the use of any portion of your fees for what you believe are activities not germane to the collective bargaining functions of the Association such as political or ideological causes not related to our duties as exclusive representative or the provision of benefits available only to SBPEA members.

In recognition of this right to object, SBPEA has adopted a policy setting forth procedures for objecting to the collection of that portion of the service fee unrelated to the duties mentioned above, and to obtain an advance rebate of any portion of your fees for activities not germane to the collective bargaining functions of the Association.

For the purposes of understanding the SBPEA policy, the Association's expenditures can be grouped into two general categories - those which are necessary for our duties as exclusive representative and therefore “chargeable” by law to all service Fee Payers, even if they object, and those which are not part of our duty as exclusive representative and therefore non-chargeable to Fee Payers who object.

SBPEA Notice to Fee Payers

If you elect to be a Fee Payer, you are not required to pay “non-chargeable” expenses and you may obtain an advance rebate of the portion of your service fee that is not chargeable. In order to claim such an advance rebate, you must advise SBPEA, in writing, addressed to the individual named in this notice at SBPEA headquarters that you object to supporting SBPEA activities unrelated to the chargeable portion for the Fee Payer Year (or portion thereof). Letters of objection must indicate your name, current address, social security or employee number, and the name of your employer. **Letters of objection must be postmarked no later than 30 days after the date of mailing of this notice.** A Fee Payer who files such an objection shall be referred to as a “service fee objector.” A service fee objector is obliged to notify SBPEA, at the same address, of any change of name or address while their objections are pending. A service Fee Payer will not be able to use member-only benefits, discounts and services, other than our legally mandated obligation. Service Fee Payers cannot vote on Association business matters, elections or contract ratifications, nor are they eligible for our \$1,000 term life insurance policy or for various member-only discounts or benefits.

If no challenge is filed regarding the amount of expenses calculated as non-chargeable, and you wish to become a service Fee Payer who objects under this policy, SBPEA will mail to you a check equal to the non-chargeable portion of the service fee for the entire Fee Payer Year, or remaining portion thereof. Payment will be made within 20 days of receipt of your objection notice. Thereafter, the full service fee will be deducted from your regular salary or wages.

Calculation of Chargeable and Non-Chargeable Expenses

Based on relevant federal and state judicial and administrative decisions, the Association analyzed its expenditures and determined which of those expenditures were non-chargeable to objecting agency fee payers and which were chargeable to objecting agency fee payers.

A “chargeable” expense is defined as that portion of the annual expenses spent on the costs of negotiating, administering, and enforcing the collective bargaining agreements, and of settling grievances and disputes, as well as expenses of activities or undertakings normally or reasonably employed to effectuate the duties of SBPEA as representative of employees in the bargaining units.

A “non-chargeable” expense is defined as that portion of the annual expenses that are not defined as the “chargeable” portion. These include, but are not limited to, member-only benefits, certain political activity, and charitable and social activities.

The “chargeable percentage” is calculated based on actual expenses during the Association’s most recent fiscal year for which audited figures are available (July 1, 2014 through June 30, 2015). The “chargeable percentage” is calculated on the following basis: (1) The annual financial statement of SBPEA’s expenditures has been verified by Ahern, Adcock, Devlin LLP. (2) Expenses in each of the major expense categories have been allocated as either “chargeable” or “nonchargeable” expenses.

Financial Information

After the “non-chargeable” expenses are determined, the service fee percentage is calculated. The result based on the 2014-2015 audit is that “non-chargeable expenses” are 9.57% of the total expenditures, leaving as chargeable, 90.43% of regular dues.

This 9.57% reduction in the monthly fee from regular membership is designed to ensure, in accordance with this policy, that Fee Payers do not pay for the cost of providing benefits such as member life insurance, entertainment discounts available only to SBPEA members, and other expenses of activities or undertakings not normally or reasonably employed to effectuate the duties of SBPEA as the representative of employees in the bargaining unit.

Right to Challenge Service Fee Calculations

After reviewing the calculations of the chargeable percentage, any objector who wishes to do so may challenge the amount of the chargeable percentage before an arbitrator appointed by the American Arbitration Association.

A service Fee Payer who challenges the determination of the chargeable expenditures contained in the service fee amount must notify SBPEA of that challenge in writing no later than 30 days after the date of the mailing of this notice. The letter challenging the service fee determination of chargeable expenditures must indicate your name, current address, social security or employee number, and the name of the employer. A Fee Payer who files such a challenge shall be referred to as a “service fee challenger.” Upon receipt of a service fee challenge, SBPEA shall within 45 days of the last day for filing a challenge, request a prompt hearing regarding the service fee before an impartial decision maker.

A copy of the audited financial statement, prepared by an independent auditor, used to determine the service fee shall be available for review at the SBPEA offices, by appointment, during normal business hours.

All requests for a hearing shall be consolidated and a single prompt hearing held in San Bernardino, California. At any time prior to the start of the hearing, any party may make a motion to the impartial decision maker challenging any consolidation of the hearing.

Service fee objectors may participate in the hearing in person, through an attorney or other representative, or they may submit evidence by affidavit. The participants will be notified of the precise time, date and location of the hearing.

Objecting Fee Payers who file such a challenge must pay for the costs of their own representation at said hearing.

The costs of the Arbitrator shall be borne by SBPEA, unless SBPEA and the service fee challenger agree otherwise. Not later than thirty (30) days from the date the hearing is closed, the arbitrator shall issue a decision stating the portion of the service fees for the current fee year which SBPEA is entitled to retain over objection.

Escrow Pending Arbitrator’s Decision

Objectors must continue to pay the full service fees. If an objection has been filed, SBPEA will deposit the disputed portion of the chargeable percentage of the 2014-2015 service fees received from objectors into an independently managed, interest-bearing escrow account until the arbitrator issues a determination of the chargeable percentage.

All objectors shall receive the benefit, if any, of any challenge that is filed. If an arbitrator determines that the chargeable percentage is less than that determined by SBPEA, each objector shall receive the difference, plus interest, on any refundable portion already collected.

These adjustments, if any, will be mailed within 20 days of the decision of the impartial decision-maker.

Religious Objection

If you are a member of a recognized religious body whose traditional tenets or teachings include objections to joining or financially supporting unions, you qualify for this exemption. An amount equal to the full service fee will be paid to certain charitable funds in lieu of the payment of service fees to SBPEA. To apply for a religious exemption, write to SBPEA, P.O. Box 308, San Bernardino, CA 92402 and request a religious exemption form.

Notice

Anyone obligated to pay service fees to SBPEA who, after receiving this notice, fails to file a timely written objection, as explained above, shall be deemed to have waived the right to object to the collection and use by SBPEA of fees for the remainder of the Fee Payer Year.

Notification

For the purposes of notifying SBPEA under any provision of this notice, address correspondence to:

Deidre Rodriguez, General Manager
 San Bernardino Public Employees Association
 433 North Sierra Way
 San Bernardino, CA 92410

EXPENSES	<u>TOTAL EXPENSES</u>	<u>CHARGEABLE</u>	<u>NON-CHARGEABLE</u>
Salaries	\$ 1,516,207	\$ 1,394,910	\$ 121,297
Payroll taxes	118,803	109,299	9,504
Employee benefits	327,628	301,418	26,210
Insurance expense	57,798	57,798	-
Training, travel, & conference	52,019	52,019	-
Professional services	33,669	33,669	-
Member death benefit	13,000	-	13,000
Organization expenses	33,428	30,085	3,343
Directors	9,497	9,497	-
Public relations and member events	175,103	52,531	122,572
Office expenses	130,564	113,591	16,973
Utilities & telephone	91,180	86,621	4,559
Dues & subscriptions	163	163	-
Equipment rent	57,091	51,382	5,709
Repairs & maintenance	24,669	22,202	2,467
Property taxes	23,991	23,991	-
Audit	88,052	88,052	-
Vehicles	3,101	3,101	-
Legal	443,820	443,820	-
Payroll processing	3,574	3,288	286
Depreciation & amortization	227,886	227,886	-
Other expenses	2,409	48	2,361
TOTAL EXPENSES	<u><u>\$ 3,433,652</u></u>	<u><u>\$ 3,105,371</u></u>	<u><u>\$ 328,281</u></u>



SAN BERNARDINO PUBLIC EMPLOYEES

TEAMSTERS LOCAL 1932

Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS

433 N. Sierra Way
San Bernardino, CA 92410

Non-Profit Org
U.S. Postage
PAID
San Bernardino, CA
Permit #3342

AUGUST 22 – A VERY SPECIAL DAY! *Continued from Page 3*

Ramos was so fired up and excited he was texting some of the Board of Supervisors as he sat waiting to speak. His message was clear to the group "stop giving tax money away when these hard working county employees deserve a raise".

The event on August 22nd brought statewide and local politicians together that support our concerns regarding the region (cities, county and agencies) giving away billions in tax revenue over the last 20+ years. Meanwhile, many have blamed public sector employees that provide all the important services the community needs. The plan of making the members of Teamsters Local 1932 aware of this injustice as well as garnering support with the public and

elected officials starts with the members mobilizing behind their own efforts.

Ellen Reese (Professor at UC Riverside), explained how many industries have been impacted by this irresponsible behavior and its drain on the local economy. In closing, the attendees committed to take yard signs, wear stickers, get petitions signed and mobilize for future events, demanding that San Bernardino County keep their promises.

The success of this event can be measured in many ways but most importantly it has set the tone for negotiations on the County economic opener in addition to laying a foundation for the future well beyond this contract.

We need to be realistic and pragmatic about our approach, recognizing that over the course of time we will roll back the clock, holding the right people accountable. Most importantly, the future should be paved with elected officials in the region that are fiscally responsible regarding this matter, putting the employees of the county ahead of Big Business' Corporate interests.

Get your yard sign, put it in your yard, ask a coworker to sign a petition, have your neighbors sign a petition and make the community aware.

Randy Korgan, Personal Representative of the General President

