



SAN BERNARDINO PUBLIC EMPLOYEES

TEAMSTERS LOCAL 1932

Affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS

THE VOICE

WINTER 2016

PROUDLY REPRESENTING OVER 13,000 PUBLIC EMPLOYEES IN SAN BERNARDINO COUNTY

TRAGEDY STRIKES SAN BERNARDINO

By Local 1932 General Manager Deidre Rodriguez

The tragedy that took place on December 2 of last year when two terrorists opened fire in a civic building just down the street from ours has changed our lives forever.

An already struggling town now had innocent blood spilled on the streets. When those shots were fired they radiated like a shockwave throughout the San Bernardino community and everyone was affected. When the list of victims was made available to the public, we were shocked and devastated to learn that our own members had been struck down.

Michael Wetzel, 37, of Lake Arrowhead, Harry Bowman, 46, of Upland, and Aurora Godoy, 26, of San Jacinto were part of the Teamsters 1932 family and among those lost. Christine Reed, Tracie Thompson, Hilario Venoya, Valerie Weber, Jennifer Stevens, and Kevin Ortiz, all part of the Teamsters family, were among the wounded.



Memorial Near the Shooting Scene

While our thoughts and condolences go out to all the victims and their families, we have all personally felt the loss of Michael, Harry and Aurora strike home and we know that they can never be replaced.



Aurora Godoy



Harry Bowman



Michael Wetzel

In response on December 2, our Teamster community immediately began sending support and aid from towns and neighborhoods previously unknown to me, those that now hold a special place in my heart.

We organized quickly to hold a vigil in lieu of our scheduled open house, a blood drive in our building in conjunction with our neighbors at Arrowhead Credit Union, and held a fundraising raffle into the wee hours of the morning and ensured that no detail was missed.

Until December 2, we all lived in a bubble, one in which such acts were impossible. One might think that, understandably, our community would break under the pressure of such a devastating blow.

We can only move forward to help their families as well as the families of the survivors and our community as we all attempt to heal from this senseless loss of life.

COUNTY WORKERS OVERWHELMINGLY RATIFY FIRST TEAMSTER AGREEMENT!

By better an overwhelming margin County employees voted **YES** to ratify their new Memorandum of Understanding. “This really sends a strong message that joining the Teamsters was the best thing we could have ever done,” reports Local 1932 President Ron Dunn. “Our members and their families will finally be able to look forward to a more secure future.”



All Teamsters Local 1932 County Bargaining Units have ratified the new contract by an overwhelming YES majority! We would like to thank all of our Stewards and Members for helping get the vote out! This is a **new** beginning but **only** the beginning!

Admin:	492 yes	109 no
Clerical:	614 yes	71 no
Craft, Labor, Trades:	231 yes	39 no
Management:	56 yes	10 no
Supervisory RN:	14 yes	10 no
Supervisory:	289 yes	53 no
T&I:	1273 yes	272 no



Members Working Hard at the Vote Count

A special “shout out” goes to the Negotiating Team led by Teamsters’ Organizing Director Randy Korrigan, which helped bring home this strong MOU in record time!

MEMBER KILLED IN FREAK ACCIDENT

On November 14 of last year, Michael Bentley, a plant operator at Arrowhead Regional Medical Center in Colton, was killed during an annual Boy Scout event in Johnson Valley when a launched model rocket descended and struck Bentley in the face, fatally injuring him.



“At the time of his death, Michael was also waiting for over a year for the County to grant him his grievance he filed for back pay while he had been on promotional probation” reports Local 1932 Representative David Farrugia.

The County, upon learning about Michael's death, suddenly got its act together and granted the grievance and paid his family the back pay Michael was owed.

Michael had been a lifelong resident of Highland, and was fifty years old and left a wife and four sons.



BACK PAY GRIEVANCE!



Donna McKnight, Code Enforcement Supervisor notified her Union Representative, Bridgette Washington, that she believed she was performing higher classification work in the capacity of a Code Enforcement Manager. Donna's tenacity and commitment to provide the Union with justification for the filing of a grievance eventually led to a successful resolution with the City. As a matter of fact, the grievance not only benefitted Donna, but the two (2) other City of Ontario Code Enforcement Supervisors.



Member Donna McKnight: *"I would like to take the opportunity to thank my Union for helping me to successfully file a grievance, as taking an action of this nature was not easy or comfortable..."*

OUT OF CLASS VICTORY!



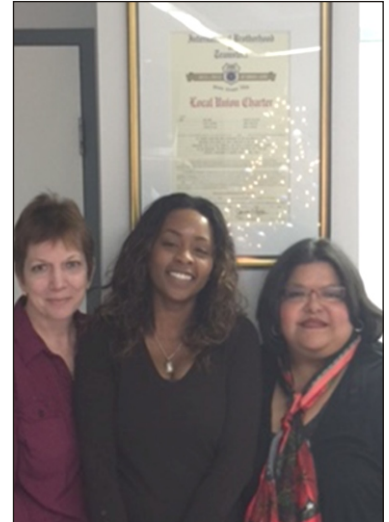
Pictured below are some very happy City of Colton employees who filed a grievance through their Union for working out of classification. The grievance resulted in the City agreeing to retroactive Special Assignment Pay at 5% for Maintenance Worker II employees who performed MW III duties during the period from January 2014 through December of 2015.



COURT SETTLEMENT OVERWHELMING AND UNANIMOUS!

San Bernardino County Court Professionals voted overwhelmingly (92% of the bargaining unit voted and 95% of those voting voted YES!) while the Supervisors voted unanimously (73% of the bargaining unit voted and 100% of those voting voted YES! to ratify their first MOU as Teamster members!

Benefits included pay and equity adjustments, a strong increase in the Healthcare contribution - especially for employees with dependents, and a lot more!



Pictured above (from left): Negotiating Team Members Valerie Julien-Peto (Professionals), Local 1932 Representative Bridgette Washington, and Priscilla Sanchez (Supervisors).



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NEW LAWS AFFECTING PUBLIC EMPLOYEES IN 2016

By Dennis J. Hayes, General Counsel



This article provides an overview of some of the most noteworthy new laws and changes to existing laws that will impact California public employees and employers alike. Unless otherwise noted, these laws will go into effect on January 1, 2016.

Minimum Wage Increase: As a reminder, the state minimum wage is set to increase from \$9.00 per hour to \$10.00 per hour on January 1, 2016.

School Activities Leave (SB 579):

Under the existing Family School Partnership Act, **employers with 25 or more employees must allow employees to use up to 40 hours of unpaid time to participate in school or childcare-related activities.** SB 579 expands the reasons for which an employee may take such job-protected leave. Specifically, the **new law permits employees to take such leave to address (1) a childcare provider or school emergency, and (2) finding,**

enrolling, and re-enrolling a child in a school or with a childcare provider. The bill also now allows you leave if you are a stepparent, foster parent, or who is legally responsible for a child.

The Bill also allows employees to use accrued sick leave to provide care for a **family member's** illness. This leave was amended to better coordinate with California's paid sick leave law. **Effective January 1, employees may take leave to care for grandparents, grandchildren, and siblings.** Also, the amendment clarifies **and expands the reasons an employee may take for leave. While the prior version covered "leave to attend to an illness," the new version covers:**

- **the diagnosis, care, or treatment for an existing health condition, or for preventive care (prior law specified "illness" only)**
- **certain absences resulting from domestic violence, sexual assault, or stalking.**

Additional Sick Pay for Veterans with Service-Related Disabilities (SB 221):

Currently, fulltime public employees accrue one day of paid sick leave for each calendar month of service. SB 221 enacted the California Wounded Warriors Transitional Leave Act, which provides additional paid sick time to public employees who are military veterans with certain service-related disabilities. Under the bill, such employees will receive a credit for paid sick leave of up to 96 hours to undergo medical treatment for his or her military service-connected disability.

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An amazingly diverse and large group of individuals came together and stood as one. We stood strong. This unified community immediately acted in full force to offer up everything they had to support those affected by this tragedy, regardless of personal beliefs, regardless of differences, and regardless of any previous adversity.

I believe that this tragic event proved that San Bernardino County can unify as one regardless of borders drawn on a map.

