

## Employees Association Officers Report for March 2010

### President's Report – Greg Gibson

Telecommuting: Recently, managers told some of our members that they can no longer participate in the telecommute program. Managers also told some members that the program has ended altogether. Confusion abounds. What we know is that the District Board requested an audit of the telecommute program by the Board's Auditor ([http://www.scvwd.gov/ceo\\_bulletins/2010/february/CEOb.FinalMK.pdf](http://www.scvwd.gov/ceo_bulletins/2010/february/CEOb.FinalMK.pdf)). Audit findings go before the Board Audit Ad Hoc Committee in late March. The telecommute program can be terminated by management, but a "meet and confer" provision in the telecommuting policy requires management to meet with the bargaining units prior to any changes to the policy. In response to all of this, the EA is doing the following:

- Friday, February 26<sup>th</sup> – Meeting with Director Kwok: Director Kwok is on the Board Audit Ad Hoc Committee. Tom Drinkard, Ingrid Bella, and I will ask Director Kwok for his support of the telecommuting program.
- Wednesday, March 3<sup>rd</sup> – ERF Meeting: We submitted a formal request to Rudy Medina on Monday to add telecommuting to the agenda. Marc Klemensic and Sharon Judkins are on the ERF Committee.
- Thursday, March 4<sup>th</sup> – Lunch with the CEO: Tom Drinkard and I will bring up the telecommuting subject with Beau Goldie.
- Date TBD – Meet and Confer with Labor Relations: We sent a formal inquiry to Labor Relations on 2/23/10. We will meet with Labor Relations, soon.

EA Special Advisory Committee: The SAC "Committee Report and Recommendations" is under review by the Executive Board and will be completed and ready for member feedback by the April membership meeting. Stepwise implementation of the committee's recommendations will begin immediately and will continue through the coming months. Some of the recommendations require a vote of the membership (i.e., Bylaws changes). Some recommendations can be put into action without membership approval (i.e., the "EA Proposal Process"). However, all of the recommendations deserve your attention and feedback. We look forward to hearing your ideas and responding to your feedback.

### Vice President of Management Relations – Thomas Drinkard

- Greg and I attended Chairman Dick Santos' annual meeting with Bargaining Unit leadership, which was also attended by Directors Kamei and Estremera along with PMA leadership. The meeting was informal, but the Directors did voice concern about the protest procedure and the need for a plan should we lose the vote. Also mentioned was the strong desire for fast improvement in the District's communication
- and public relations effort on this issue. The public needs to know what we do, how well we do it and how vital our work is to the community.
- As we look towards bargaining next year, we need to consider either lobbying for IBB, or returning to traditional bargaining. There is no guarantee our choice will be implemented, but it is important to present a well defended preference.
- No further action has been taken on either the D license side letter or the proposed change to the Electrician Series job specifications since last month's report.
- Greg, Ingrid and I met with Director Patrick Kwok on Friday for an informal introduction. With a likely 0 percent rate increase for the second year in a row, the District can expect another challenging year ahead. In light of Management's recent activity on the Telecommuting Program, and in advance of the March 25 presentation to the Board's committee on the findings of the Board directed audit, we defended the business benefits of telecommuting, and Director Kwok plans to review the audit findings with an open mind and an eye on cost neutrality.
- The Local 101 2010 budget has been posted to the EA PB Wiki site.

### Vice-President, Grievances – Ingrid Bella

- Secured out-of-class pay for a member that had been denied by management
- Inquiry submitted to Labor Relations on a denial by management on a supervisory differential for a program administrator

- Inquiry submitted to Labor Relations on possible assignment of PMA members into EA positions that were not vacancies and could affect seniority of EA members.
- Attended lessons learned meetings with the compensation committee as part of my transition out of the compensation committee. Dave Matthews continues as lead and Jan Ortiz joins to represent EA.
- Attended a stewards training given by Council 57. Materials will be shared with Stewards and posted on the EA PB Wiki site.
- Meetings with members on a variety of topics including treatment of staff, classification work, and progressive discipline.
- Classification Survey and communication went out to the first group (Water Plant Operators) to be studied under Section EA MOU Article XII Classification, Section 2 Classification Study Pilot Classes Project

**Vice-President, Benefits – Jan Ortiz**

**BENEFITS COMMITTEE:**

- At the March meeting next week, the Blue Shield renewal will be discussed. At this time, I do not know the increase of the premium to the District. Last year was a decrease of 5.2% but I am sure that will not be the case this year.
- There were some changes to the Kaiser plan with its renewal which occurred in January of this year. All employees who are Kaiser members received notification of these changes through the interoffice mail:
  - Coverage for Mental Health and Chemical Dependency Services
    - These benefits are changing as a result of the Mental Health and Parity Act of 2008. The time of these changes is based upon the contract renewal. The new law requires annual and lifetime coverage for mental health and chemical dependency benefits to be no more restrictive than coverage for other services.
  - The changes for Mental Health and Chemical Dependency Services will also change for employees with Blue Shield as of April 1, 2010. Notification will be sent to these employees.

**COMPENSATION REVIEW COMMITTEE:**

- New to the committee... currently reviewing lessons learned which will be a good way for me to learn how I can better serve EA on this committee.

**Vice-President, Membership – Danny Karnes**

**NEW MEMBERSHIP  
February 2010**

Last Name	First Name	Unit	Packet Mailed	Joined	MOU distributed	Current Agency Fee Mbr
Sanchez	Guillermo (Willie)	293	1/12/2010	YES	Rec'd at Empl Orientation	*NE
Horn	Gerald	555	2/18/2010		7/9/2008	AF
Orr	Chris	273	2/23/2010		Rec'd at Empl Orientation	*NE
McMin	Scott	585	2/23/2010		rec'd at Empl Orientation	*NE
	Full Time Members	431				
	Part-time Members	8				
	New Member	1				
	<b>TOTAL MEMBERS</b>	<b>440</b>				
	Agency Dues FT	70				
	Agency Dues PT	3				
	<b>TOTAL AGENCY</b>	<b>73</b>				

\*New Employee  
Agency Fee  
Employee Assn (New)

**Vice-President, Outreach – Michelle Lloyd**

Website: Summary of updates and additions/changes:

- We are up to **339 users**
- The **President's Page** and the **Treasurer's Page** have been updated to reflect our newest Board Members
- **New pages have been added:**
  - **EA Membership Requests** – For employees to reach out to other EA members for individual needs to be met. Individual needs do not need to be an EA endorsed for posting. Currently we have a request from Leticia Rocha's Family to help sponsor her son for a special summer People to People Student Ambassador Program.
  - **California Labor Federation Page** – For Posts of upcoming Labor related rallies, activities and events. Also the current editions of the California Labor Federation SPOTLIGHT are posted here.
  - **Local 101** – Newsletter and Budget pages have been added
  - **EA Board Reports** – An new area for members to view the recent EA Board Monthly Reports – Located on the Front Page
  - **SCVWD** – Issues that could affect EA

**Second Harvest Food Bank – (Final numbers I promised at the last meeting) :**

Below is my final report to the District staff on our goals and contributions this year:  
**Our final 2009 Second Harvest Food Bank Food Fund Raising Results have come in!**

We all did a phenomenal job in helping those less fortunate in our community. Here are the Santa Clara Valley Water District's final numbers from Second Harvest Food Bank for the 2009 year. These numbers included our summertime "Share Your Lunch" drive as well as the "Food and Fund Drive" during the holidays.

**Santa Clara Valley Water District - Total Number of Participants: 800 or more**

**Original Goal: \$1500.00      Total Dollars Donated: \$3,220.92**  
**Original Goal: 750 pounds      Total Pounds Donated: 1149**

**We exceeded my original estimated donations by more than double both financially and in the pounds of food you donated.** Congratulations on YOUR part in contributing to such a successful year!

The Second Harvest Food Bank announced this week that the 2009 Holiday Food and Fund Drive for the County has come to a close, raising \$11.1 million and 1.6 million pounds! Thank you to all the District Employees who contributed to the fund raising efforts this year for the Second Harvest Food bank.

I look forward to 2010 and what we can accomplish together for the good of the community for our future Food and Fund drives.

**SUNSHINE COMMITTEE REPORT**

February Report		
Retirement Cards	Condolence Cards	Get Well Cards
1	3	0
Retirements	Who	When
	Mike Noonan	2/1/2010
Condolences	Who	Who Passed
	Rahn Springer	Mother
	Terry Neudorf	Mother
	George Kamenjati	Mother
Get Well Cards	Who	When
January Report		
Retirement Cards	Condolence Cards	Get Well Cards
0	0	0
December Report		
Retirement Cards	Condolence Cards	Get Well Cards
3	8	0
Retirements	Who	When
	Steve Blake	3-Dec

	Katlene Gardner	
	Joy Hawkins	1-Dec
<b>Condolences</b>	Who	Who Passed
	Jan Romanski	Brother
	Barbarba Currier	Her husband (former Employee) Dave
	Toni Vye	Her Dad
	Linda Barcamonte	Her Dad
	Dennis Parle	Brother
	Nicolas Garcia	His Father
	Greg Gibson	Wife's Grandmother and Uncle
	Mike Coleman	His Father
<b>Get Well Cards</b>	Who	When
	None	

Vice-President, Secretary/Treasurer – Liz Bettencourt

### Treasurer's Report for February, 2010

Balance Forward - Period Ending January 31, 2010

**Savings**

Savings Account	\$504.22
1 Year CD	<u>\$18,606.22</u>
	<u><u>\$19,110.44</u></u>

**Checking**

\$5,077.41

**Total Checking and Savings**

\$24,187.85

**FEBRUARY ACTIVITY** (\*preliminary/awaiting February bank statement)

**Income/Deposits**

	<u>Bal Fwd</u>
	\$5,077.41
Checking Deposit*	\$0.00

**Expenses/Debits**

Bank charges*	\$0.00
Disbursements	<u>\$270.00</u>

**Checking Account Balance:**

\$4,807.41

**Disbursement Detail**

Retirement - M. Noonan	\$100.00
U.S. Postal Serv/PO Box	\$70.00
Clinton/Bush Foundation	\$100.00
(Haiti Relief)	<u>\$270.00</u>