

Employees Association Officers Report – February 2010

President's Report – Greg Gibson

In my first eight weeks as President, I have seen first-hand the terrific work done by our volunteer members on behalf of the membership. In my first report to the membership, I want to recognize the contributions of the many volunteers that run our union:

- Your executive board is functioning at a high level:
 - Officers are working on various committees to improve and maintain benefits for our members.
 - Officers are regularly meeting with management to improve working conditions.
 - Officers are participating in decision-making at all levels and with my strong encouragement and support.
- Your shop stewards are routinely protecting member rights:
 - Stewards are actively representing individual members in disciplinary and contract violation matters.
 - Stewards are soundly representing individual members in management-driven investigations.
 - Stewards are continually helping members to resolve workplace problems with their direct managers.
- Your Special Advisory Committee is doing important and exciting work:
 - SAC volunteers have held weekly meetings, spending many hours of their own time, and have generated great ideas for improving our union.
 - SAC volunteers have contributed to a draft report (that will be made final and presented to the membership on March 3rd) with recommendations on:
 - A systematic process for members to readily bring issues to the executive board's attention.
 - Changing how the membership meetings are conducted to increase member participation and awareness.
 - Restructuring the executive board and expanding member representation.
 - Preparing for the upcoming 2011 contract negotiations.
 - Revisions to the By-laws to better-govern the executive board.

I am thankful to be working with our current officers, stewards, and volunteer members, and appreciate their contributions to strengthen our union. I am also pleased to see members who have never volunteered coming forward and offering their help. I will be taking those members up on their offers in the near future as we make public the SAC's report and following membership approval for implementation of the SAC's recommendations.

If you have never volunteered, please consider it now. There is much work to be done and an emerging group of enthusiastic members to do it with.

VP of Management Relations Report---Tom Drinkard

Greg Gibson, sworn in as EA President at the December membership meeting, has hit the ground running and we are grateful for the experience and leadership he brings to the organization. I have returned to my role as VP of Management Relations, and want to thank the members of the executive board for stepping up during Donna's absence.

I attended the SAC meetings and workshops in November and December and am pleased to see all the interest and participation in making the organization stronger. Information on the committee's efforts can be viewed on the x drive, and a report is forthcoming to the eboard and the membership.

As a delegate to the Local 101, I attend monthly meetings, and on January 21st, the annual Local 101 membership meeting. At that meeting, the new budget was approved, and it reflects the continuing difficult economic

environment. Layoffs and staff reductions are impacting revenue to the Local. Chapter rebates were reduced by half and conference and training budgets were also reduced. The Local voted to approve no additional dues increases, beyond those mandated above our level (60 cents per month). The projected 2010 EA chapter rebate is anticipated to be approximately \$5,000.

Also at that meeting, Glenna Brambill, Penny Larussa, and Yolanda Perez were nominated to fill 3 of the 7 Council 57 Delegate seats. Because only 7 total nominations were received, they will be seated without an election.

Management is proposing changes to the Electrician Series job specifications to include California journey level certification as a requirement. Subject Matter Expert Chris Howard is assisting the EA in this effort. Proposed changes will be shared with stakeholders prior to any approval. Management is also interested in working collaboratively to revise the February, 2004 Agreement on Distribution Licensing for Water Utility Employees. Thanks to Pedro Sanchez and Robert Haskins for serving as Subject Matter Experts on this issue.

VP of Grievances Report – Ingrid Bella

I had a high volume of cases representing members with the EEOP office in January. Please be aware that as a witness or participant in any investigation with EEOP, you can request representation from the union.

I also had several meetings with members regarding the reassignments as a result of the latest reorganization. We will continue to monitor to make sure the reassignments are in line with our rights in the contract. Unfortunately, reassignments are at management's discretion, but they should be reassignments into the same classification.

Classification Committee – We are finalizing the flowchart and communication to go out to all members affected by Article VII, Section 2, Classification Pilot Classes. We will begin the studies with the first group – Water Treatment Plant Operators. This is a collaborative effort with management, so they will be part of the process too. More information will be posted on PB Wiki as it goes out. Mala Magill will be replacing Mike Coleman on the classification committee. Mala has extensive experience with classification at the County and will work closely with me to complete these upcoming studies.

Compensation Committee – Jan Ortiz will replace me and join Dave Matthews as the representatives for EA on the compensation committee. Unfortunately, the process for compensation recommendations has been dissolving in recent months. There were contentious meetings as to what would be submitted to the CEO for approval (only items with consensus from the committee are forwarded for approval). As reported in the September membership meeting, we originally requested a minor (2.5%) upward salary adjustment for five benchmark classifications that are slightly behind the 60th percentile in total compensation. Other job families are tied to these five. In all, the adjustments requested for the following families (benchmarks in bold): **Buyer, Chemist/Microbiologist**, Lab Tech, Water Conservation Spec, Water Quality Spec, Biologist, Veg Program Spec, **Information Systems Tech**, Audiovisual Spec, Telecom Spec, **Industrial Electrician**, Control Systems Tech, HVAC Tech, Building Maint Tech, Carpenter, Industrial Painter, **Accountant**, Accounting Techs, Accounting Systems Analyst, Purchasing Tech, Procurement Specialist, Inventory Control Tech, Water Measurement Tech. EA leadership realizes that this is a long list and that the economic climate makes any adjustments a struggle. Unclassified management had suggested that they would likely not release any recommendations from the committee for consideration by the CEO. Because the Information Systems Tech family was the furthest below the 60th at 4.2%, we were able to convince the committee to allow us to send that request forward. Unfortunately, the CEO declined our request for the adjustment.

VP of Membership Report – Danny Karnes

Below are our membership numbers. I have asked two recent hires to join us this month, but have not heard back yet.

Full Time Members	437
Part-time Members	9
TOTAL MEMBERS	448
Agency Dues FT	67
Agency Dues PT	3
TOTAL AGENCY	70

VP of Benefits Report – Jan Ortiz

BENEFITS COMMITTEE:

- Benefits Committee will be reviewing the Blue Shield renewal soon. It is planned for the February meeting if the Broker has all the information for the committee.
- Our broker, Liberty Insurance Services' contract has been extended for an additional three years. A report handed out to the Benefits Committee reflects a savings of \$1.1 million (or 4.3%) in health premium savings since 2007.
- Ryan Kennedy from Liberty Insurance Services stated at this time there is no clear picture of how the Health Care Reform will affect our coverage for health care at the District. He will keep the Benefits Committee updated each month.
- CalPERS Long Term Care – For those individuals who have Long Term Care through CalPERS, will receive a customized letter detailing premium and plan options available to you. These letters will be sent in March of 2010. If you have any question, you can contact CalPERS direct at (800) 982-1775.

DEFERRED COMPENSATION COMMITTEE:

- Committee in the process of updating the Disclosure Statement. Until that time, if an employee would like a disclosure statement, they need to contact their carrier and request one. The "Old" one has been removed from the Deferred Compensation webpage.
- Committee is checking with 4 comparator agencies regarding their deferred compensation website along with number of providers they offer to their employees. A number of members on the committee stated quite a few agencies they know of have one carrier while the District currently offers two, Nationwide and CalPERS 457.ing.

CalPERS

Information was received from CalPERS stating it earned 11.8% return on investments for 2009 calendar year. Since March of 2009, the market value of CalPERS assets has come back by more than \$46 billion for a total of \$203.3 billion. Assets as of the press release of January 20, 2010, were up an additional \$3 billion in the first three weeks of the New Year to \$206 billion. This is definitely great news for all of us.

UPDATED EMPLOYEE HANDBOOK: The Benefits Unit has released the new Benefits Handbook. To follow the Leaner and Greener process at the District, hard copies of the new handbook will only be provided to new employees. Current active employees are able to view and print the handbook from the Benefits Administration webpage as follows: (http://www.scvwd.gov/Human_Resources/Benefits_Administration/BenefitsHandbook.pdf)

VP of Outreach – Michelle Lloyd

For Second Harvest Food Bank:

We exceeded our donations by much more that I had anticipated. I'm not sure if this includes our figures from the summer. The Final totals will be sent mid-February.

Santa Clara Valley Water District

Second Harvest Identification Number: 20297

Total Number of Local Participants/Employees: **800**
 Total Dollars Donated: **\$3,015.29** **200% of our Goal!!!**
 Total Pounds Donated: **887** **118% of our Goal!!!**

Bonus for all the generous donations that we collected this year. On top of the feeling of doing a good thing for the community, we will be receiving an award for our efforts!

Award Level: This year, we will be receiving a **Silver Award Certificate**.

Thanks to our generous employees!!!

Spontaneous Giving:

The MLM staff collected 3 large bags (30 gallons) of toys for the Fire Department Toy Drive – We helped deliver since I had the contacts.

Various employees: donated 3 full barrels of clothes to the Sacred Heart

SUNSHINE COMMITTEE REPORT

January Report

Retirement Cards	Condolence Cards	Get Well Cards
0	0	0
Retirements	Who	When
		0
Condolences	Who	Who Passed
		0
Get Well Cards	Who	When
		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
Condolences	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	Mother-in-Law
	Mike Coleman	His Father
Get Well Cards	Who	When