

# LCEA CHAPTER UPDATE ~July 2018

Board Meeting August 21st 2018  
Old School House Museum Lower Lake

Board Meeting September 18th 2018  
Kelseyville Pizza Kelseyville

Board Meeting October 16th 2018  
Community Room Middletown

## LCEA Officers:

**President:** Vanessa Mayer

**VP:** James Scott

**Secretary:** Crystle Williams

**Treasurer:** Cindy Silvia-Brackett

**Chief Steward:** Kerry Sheehan

**Paid representative:** Joe Wildman

## JANUS RULING

On June 27, 2018 the Supreme Court ruled 5-4 that it is unconstitutional to collect "fair share" fees from public employees who reap the benefits of their unions work without ever having joined the union. LCEA has never required "fair share" fees from the non-members it represents.

However, this ruling is a blow to the rights allowed to unions in general, reversing the court ruling in 1977 which upheld the constitutionality of agency fees. This sets a bad precedence for future court cases.

Our Local 3 Public Employees Division is taking steps to minimize the effects by working with legislators to get unions additional securities like the right to participate in new employee orientations to sign up new employees.

Again, LCEA has been doing this for years.

## BARGAINING UPDATE

The County and LCEA have postponed negotiation activities until there can be training on Interest Based Bargaining. The County and LCEA have been struggling to come to a mutually beneficial agreement using their current bargaining methods.

Interest based bargaining is a negotiation strategy in which both parties work together to try to find "win-win" solutions. They explore and consider the needs, desires, concerns and fears that are important to each side of the negotiation.

LCEA has proposed this training in hopes it will facilitate better bargaining conditions and provide better bargaining techniques for both sides.

This training will be provided by the Feds.

## Introducing LCEA Director Barbara Cole



We are pleased to introduce to you Barbara Cole, one of our Directors with LCEA.

Barb has been with the County for 12 years 9 months and is currently a Eligibility Specialist Supervisor at LCDSS. Talk

about commitment to the union, she has been with LCEA since starting working for the County, 12 years 9 months! When she has the time Barb loves to camp in her RV. She also enjoys bike riding and paddle boarding. She enjoys going to concerts and other events. Some of the things she likes best about Lake County is the great weather we have here, lack of extreme traffic and the slower pace of life.

## College benefits for joining LCEA

LCEA offers scholarships for:

LCEA members continuing part time education upto \$200

Member or dependent continuing full time education upto \$1000

Dependents going from high school to college upto \$500

LCEA member spouses upto \$100

OE3 offers upto \$10000 for union dependents (limited number awarded)

## Union Links:

The link to our LCEA webpage <http://www.lcea.info/>

We are on Facebook too

<https://www.facebook.com/groups/lceaunion/>