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*San Bernardino Public  
Employees Association  
Representing Public Employees Since 1932*

SBPEA/Courts Negotiations Update  
July 22, 2009

We held our tenth Meet and Confer Session with Court management today and have reached agreement on all outstanding matters. We will be meeting again on July 28, 2009 to finalize the proposed contract language.

The finalized negotiations summary and ballots are anticipated to be mailed to all bargaining unit members the first week in August, 2009 for ratification. The mailing will include the scheduling of informational question and answer meetings regarding the ratification proposals. This information will also be posted on SBPEA's website at [www.sbpea.com](http://www.sbpea.com).

Your Negotiating Team:

Roberta Alexander  
Joan Brandon  
Michael Garcia  
Phil Livoni  
Paula Martinez  
Karen Neyses

SBPEA Representative Stacey Cue



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SBPEA/Courts Negotiations Update  
July 16, 2009

We held our ninth Meet and Confer Session with Court management today and do not have any additional Tentative Agreements to report. We are still continuing negotiations on the term of the agreement and furloughs.

Our next meeting will be held on July 22, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

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SBPEA/Courts Negotiations Update  
July 7, 2009

We held our eighth Meet and Confer Session with Court management today and do not have any additional Tentative Agreements to report. Negotiations continue on matters including term of agreement and furloughs.

Our next meeting will be held on July 16, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

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## SBPEA/Courts Negotiations Summary Recap of Negotiations

**Please be advised that no Tentative Agreements (TAs) are final until the MOU is ratified and signed.**

At third session (4-29-09), in addition to the Side Letter modifying VTO effective May 1, 2009, to waive the requirement that an employee must have an equivalent amount of vacation for the VTO requested, SBPEA accepted the following five (5) language clarification proposals:

- Clarified Article 15, § 10 to reflect that unfair labor practice charges are handled per PERB rules;
- Amended Article 35, § 1(c)(2) to remove outdated language as there are no employees in the positions of Court Administrative Analyst or Court Systems Analysts I and II hired prior to January 1, 2001;
- Clarified Article 5 to identify the last pay period of any year (26 or 27) for payout of supervisory unit administrative leave;
- Clarified Article 10 to state employees on unpaid leave of absence for an entire pay period are not eligible to receive bilingual compensation for that pay period; and
- Clarified Article 59 to reflect use of Etime rather than the old Time and Labor Reports.

At the fourth session (5-11-09), verbal TAs were agreed to the following SBPEA proposals to:

- increase of layoff notification from 10 working days to 21 calendar days; and
- add leave per Mil. & Vet. Code § 395.10 to special leaves of absence without pay.

SBPEA presented two additional proposals for:

- (1) blue jeans every Friday, and
- (2) modest personal body art (tattoos on arms and legs of no larger than 2" x 2").

The Court presented one additional proposal for part-time employment - min. 40 hrs/pp = 50 % benefits and min. 60 hrs/pp = 75% benefits.

At the fifth session (6-1-09) the verbal TAs were obtained on two SBPEA proposals to:

- give employees reassigned to workplaces more than 35 miles from current workplace, two (2) pay period notice of the reassignment; and
- eliminate the stockings rule entirely.

At the sixth session (6-5-09), in addition to a Side Letter of agreement effective June 5, 2009 on Job Sharing, the Court accepted two SBPEA proposals to:

- maintain separate tuition reimbursement funds for the support services, official court reporter and supervisory units of \$5,000 per six-month period year, effective July 1, 2009, limited to reimbursement of \$500/ person for the support services and supervisory units; unused funds are to be carried forward to the new fund period;
- modify Article 55. Standard Tour of Duty to authorize 9/80 or 4/10 alternative work schedules at the discretion of the Court.

At the seventh session (6-19-09), we obtained TAs on the following:

- elimination of the restriction that VTO cannot be used in the same period as sick leave.
- elimination of the requirement for stockings, socks and nylons for women and 2) allowance to wear blue jeans/jeans-like pants to be worn every second and last Friday of each month by employees whose jobs do not require their presence in the courtroom.
- Re Professional and Supervisory Unit prior service consideration for vacation, new hires will have 30 calendar days to request prior service credit upon written notification at orientation.

Our next meeting will be held on July 7, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).



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SBPEA/Courts Negotiations Update  
June 19, 2009

We held our seventh Meet and Confer Session with Court management today and accomplished the following:

- **Please be advised that no Tentative Agreements are final until the MOU is ratified and signed.**
- We have a Tentative Agreement on Voluntary Time Off (VTO) to eliminate the restriction that VTO cannot be used in the same period as sick leave.
- We have a Tentative Agreement on Personnel Plan Policy #25 Personal Appearance for: 1) elimination of the requirement for stockings, socks and nylons for women and 2) allowance to wear blue jeans/jeans-like pants to be worn every second and last Friday of each month by employees whose jobs do not require their presence in the courtroom.
- We have a Tentative Agreement to address Professional and Supervisory Unit prior service for vacation. New hires will have 30 calendar days to request prior service credit upon written notification at orientation.
- In response to requests for additional information a comprehensive follow-up of all Tentative Agreements will be provided soon.

Our next meeting will be held on July 7, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

Your Negotiating Team:

Roberta Alexander  
Joan Brandon  
Michael Garcia  
Phil Livoni  
Paula Martinez  
Karen Neyses

SBPEA Representative Stacey Cue



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SBPEA/Courts Negotiations Update  
June 5, 2009

We held our sixth Meet and Confer Session with Court management today and accomplished the following:

- The Court accepted two (2) of our proposals for modifications to tuition reimbursement and alternate shifts.
- The Court has notified us that there are no lay-offs contemplated at this time.
- Both parties have approved a Side Letter of Agreement effective June 5, 2009 for modifying the Job-Sharing language as follows:

ARTICLE 25.

JOB-SHARING

ALL UNITS

Whenever possible, job-sharing will be encouraged to minimize the impact of a layoff. Jobs may be shared on an hourly or daily basis provided that the hours shared total eighty (80) hours per pay period. ~~Each employee will receive one-half of the benefits under the Article, "Benefit Plan" or for which the Court pays an insurance premium or membership in the retirement system.~~ **If each employee is scheduled to work forty (40) hours per pay period, each shall receive one-half of the benefits under Article 9, "Benefit Plan" and Article 49, Retirement System Contributions. Employees who are scheduled through their job share contract to work less than forty (40) hours per pay period shall receive one-half of the benefits under Article 9, "Benefit Plan" but will not be eligible to receive benefits under Article 49, Retirement System Contributions. All other benefits for job-sharing employees shall be as provided in the appropriate article. Employees shall be eligible for pro-rata leave accruals according to the Memorandum of Understanding provisions based upon the number of hours scheduled through their job share contract.** Each employee shall be notified in writing by the Court Executive Officer or designee at the time of the appointment and such notification will clearly define the benefits to which each employee is entitled.

**OFFICIAL COURT REPORTER UNIT:**

**If the job-share is at the request of the employees only, at the expiration of a job- share contract, the employee with the most hours worked for the Court shall retain the full-time position. The other employee shall be given a transfer to a vacant position of the same classification. The Court is not required to create a position. If there are no vacant positions available, the employee with the least hours worked for the Court may not bump any other positions. If both employees have the same total hours worked for the Court, the decision as to who retains the full-time position shall be determined at the discretion of the Court Executive Officer.**

**SUPERVISORY, PROFESSIONAL AND SUPPORT SERVICES UNIT:**

If the job-share is at the request of the employees only, at the expiration of a job- share contract, the employee with the most seniority shall retain the full-time position. The other employee shall be given a transfer to a vacant position of the same classification. The Court is not required to create a position. If there are no vacant positions available, the less senior employee may not bump any other positions. If both employees have the same seniority date, the decision as to who retains the full-time position shall be determined at the discretion of the Court Executive Officer.

**ALL UNITS:**

If the job-share is the result of accommodation in lieu of lay-offs, seniority shall determine bumping at the expiration of the contract. Prior to opening recruitment for the affected classification, the job-share employees would have the option to return to full-time status during the term of the job-share contract. Such option shall be offered in seniority order. At the expiration of a job-share contract the employee with the most seniority shall retain the full-time position. The other employee shall be given a transfer to a vacant position of the same classification or retain their bumping rights. Employees entering into job-share agreements as the result of accommodation in lieu of lay-offs shall be scheduled to work forty (40) hours per pay period.

Our next meeting will be held on June 19, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

Your Negotiating Team:

Jody Holloway for Roberta Alexander  
Joan Brandon  
Michael Garcia  
Phil Livoni  
Paula Martinez  
Karen Neyses  
SBPEA Representative Stacey Cue



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SBPEA/Courts Negotiations Update  
June 1, 2009

We held our fifth Meet and Confer Session with Court management today and accomplished the following:

- The Court accepted two (2) more of our proposals.
- The Court provided us with updated financial projections and their request for twelve (12) furlough days per year beginning in July as well as their rejection of all of our proposed increases for economic benefits.

Our next meeting will be held on June 5, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

Your Negotiating Team:

Roberta Alexander  
Joan Brandon  
Michael Garcia  
Phil Livoni  
Paula Martinez  
Karen Neyses  
SBPEA Representative Stacey Cue



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**SBPEA/Courts Negotiations Update  
May 11, 2009**

**Your  
SBPEA  
Board of  
Directors**

Executive Committee

*President  
Albert Wozniak  
Transitional Assistance*

*1st Vice President  
Yvette Lama  
City of Pomona*

*2nd Vice President  
Victor Paul, Sr.  
Public Defender*

*Secretary  
Mike Yandell  
City of San Bernardino*

*Treasurer  
Robert Corona  
Assessor's Office*

*Past President  
Scott Ryan  
Public Works*

Directors

*Sanci Black  
Transitional Assistance*

*Hope Bilderrain  
City of Ontario*

*Luis Florino  
Child Support Svcs*

*William Donmoyer  
Central Collections*

*Ronald Dunn  
Sheriff's Communications*

*Lupe Edmiston  
TTC-Central Collections*

*Art Gutierrez  
Dept of Children Svcs*

*Steven Lacey  
IEUA*

*Shannon Mead  
Court Executive Office*

*Steve Miller  
Transportation*

*Donald Neely  
Behavioral Health*

*Paula Ready  
Child Support Svcs*

*Mario Saucedo  
City of Redlands*

*Vere Williams  
ARMC*

*Lorraine Williamson  
Dept. of Children Svcs*

General Manager

*Bob Blough*

We held our fourth Meet and Confer Session with Court management today and accomplished the following:

- The Court accepted two (2) of our proposals.
- This was the last meeting to present additional proposals except for classification and equity proposals that will be presented after our receipt of the classification study. We presented two (2) additional proposals; the Court submitted one (1) additional proposal.
- Discussion was held on the potential for employees to elect to work one-half (1/2) or three-quarters (3/4) time with prorated benefits.

Our next meeting will be held on June 1, 2009 and we should receive the economic proposal at that meeting.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

**Your Negotiating Team:**

**Roberta Alexander  
Joan Brandon  
Michael Garcia  
Phil Livoni  
Paula Martinez  
Karen Neyses**

**SBPEA Representative Stacey Cue**



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**SBPEA/Courts Negotiations Update**  
April 29, 2009

**Your  
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Board of  
Directors**

Executive Committee

*President  
Albert Wozniak  
Transitional Assistance*

*1st Vice President  
Yvette Lama  
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City of Redlands*

*Vere Williams  
ARMC*

*Lorraine Williamson  
Dept. of Children Svcs*

General Manager

*Bob Blough*

We held our third Meet and Confer Session with Court management today and accomplished the following:

- **\*\*\*Entered into a Side Letter modifying the existing VTO requirements as follows: Effective May 1, 2009 the Court will waive the requirement for an employee to have leave balances equal to the amount of the VTO being requested in order to be approved for VTO\*\*\***
- We accepted five (5) of the Court's language clarification proposals.
- Further discussion was held on our non-economic proposals.
- We have been advised that responses to our economic proposals will be forthcoming after the May special elections.

Our next meeting will be held on May 11, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

**Your Negotiating Team:**

**Roberta Alexander  
Joan Brandon  
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Karen Neyses**

**SBPEA Representative Stacey Cue**



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## SBPEA/Courts Negotiations Update April 20, 2009

### Your SBPEA Board of Directors

#### Executive Committee

- President*  
Albert Wozniak  
*Transitional Assistance*
- 1st Vice President*  
Yvette Lama  
*City of Pomona*
- 2nd Vice President*  
Victor Paul, Sr.  
*Public Defender*
- Secretary*  
Mike Yandell  
*City of San Bernardino*
- Treasurer*  
Robert Corona  
*Assessor's Office*
- Past President*  
Scott Ryan  
*Public Works*

#### Directors

- Sanci Black*  
*Traditional Assistance*
- Hope Bilderain*  
*City of Ontario*
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*Child Support Svcs*
- William Donmoyer*  
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*City of Redlands*
- Vere Williams*  
*ARMC*
- Lorraine Williamson*  
*Dept. of Children Svcs*

#### General Manager

Bob Blough

We held our second Meet and Confer Session with Court management today and accomplished the following:

- The Court presented us with a budget presentation and projections for deficits in the next two fiscal years (09/10 and 10/11) and consequently placed all of our economic proposals on hold pending further budget direction.
- We received the Court's initial proposals for language clarifications.
- The Court accepted three of our language-clarification proposals.
- The Court has agreed to increase Employee Representatives to account for three additional Court locations.

\*\*\* In response to one of our proposals the Court is in the process of boosting the Wi-Fi coverage in the courthouses.\*\*\*

Our next meeting will be held on April 29, 2009.

Please check SBPEA's website for future Negotiation Updates at [sbpea.com](http://sbpea.com).

### Your Negotiating Team:

- Roberta Alexander
- Joan Brandon
- Michael Garcia
- Phil Livoni
- Paula Martinez
- Karen Neyses
- SBPEA Representative Stacey Cue