



## Butte County Management Employees Association

Terry Edwards, President  
PO Box 5773 Oroville, CA. 95966  
Phone (530) 891-2757

July 20, 2016

Dear BCMEA Members,

As all of you are aware, the County put together a Health Benefits Committee over a year ago with representatives from all the different bargaining units throughout the County. This committee met monthly, sometimes multiple times a month, culminating in the end with meetings nearly every other day to bring you, the employees, the best option available. This was accomplished while managing the timeline that has been given to notify CALPERS of Butte County's intent.

The Health Care Committee, comprised of Butte County employees, evaluated and chose the County's current broker after a Request for Proposals and face to face interviews. Based off of the Committee's recommendation, Administration subsequently hired a broker, Burnham Insurance Services, to help the County wade through all of the complexities of health care; the Affordable Care Act, various laws and regulations, as well as prudent choices for our employees.

Leading up to the 2017 CALPERS rates being received in mid-June, the Health Benefits Committee along with the Burnham Insurance Services interacted with several different carriers and entities, vetting out the most viable option to present to the employees. Once the CALPERS rates were received, each of the County's individual bargaining units had 60 days to formally respond back to CALPERS with the County's intent

As the deadline approached, we were left with the choice of the Anthem plans or CALPERS health care.

During the week leading up to the BCMEA vote, the County and Burnham, held informational meetings to aid employees in gathering and analyzing information so an informed decision could be made.

I would like to note, that the BCMEA Board made a conscience decision to take this important issue before the General Membership and allow **you** the right to vote based on your own personal and family needs. The Board felt this particular item was too important and had too much diversity regarding personal priorities too not allow the Members to have a voice. In addition, BCMEA waived back dues and signup fees to allow Non-Dues paying members an opportunity to become members and have a vote and be involved in this process.

The vote is in and the members have chosen to stay with CALPERS.

Sincerely,

Terry Edwards  
BCMEA President



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October 07, 2016

Dear BCMEA Members,

The BCMEA Negotiating Team began meeting and conferring with the County at the end of August regarding our MOU contract set to expire on December 3, 2016. During the first two meetings the Team asked numerous questions of the County, many submitted by you the employees, all asking for clarification to help the Team determine where the financial foundation of the County stood. Questions like: Where is the County's money coming from? How much is being put into savings such as General Fund Reserve? How much is available to bargain with out of the Contingency portion of the budget? Many other questions were asked, considered, and debated all in an effort to vet out what was available to bargain with. Other issues were discussed regarding the County's shared cost of CAL-FIRE contracts and the Capital Improvement Plan to update deteriorating County buildings.

The Negotiating Team has spent numerous hours attempting to verify this information provided to them as a means to establish a baseline and begin the bargaining process for our Association to enhanced salaries and/or increased health benefits. As BCMEA navigates through the negotiation process, the MOU agreement has begun to take shape. The Team has been reaching out to various members verbally, and through surveys, and now through this letter. These different forms of communication have all been in an effort to update our members with the status of negotiations as well as a means to gauge our member's individual stance and to verify that the Negotiating Team is representing their wishes to the best of our ability.

The Negotiating Team has nearly reached a point where there is minimal movement between the County and the Negotiating Team. When this point is reached we typically begin to weigh our options and begin to make final decision.

The County has offered a three year contract, valued at 10% over three years; their proposal is 4% COLA in 2017, 2% COLA in 2018, and 4% COLA in 2019. This appears to be the County's last offer. BCMEA has been approached by some members who feel this compensation is inadequate and are upset. These same individuals feel it may be time to hold a formal Job Action (Strike) in an attempt to pressure the County to offer more compensation.

On, October 6, 2016, the Negotiating Team issued a survey to find out where each of you stood with regard to our status in negotiations. Many have asked if this is our only option. The short answer is yes. There are 500+ employees within the BCMEA Unit and therefore many different opinions and/or strategic ideas with respect to what should be negotiated. The Negotiating Team, consisting of six board members as well as our representative counsel, bargains to the best interest of all the BCMEA employees as a



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whole. It is a balancing act to meet everyone's demands and needs, but in the end, the Team feels we have come to a point where the best offer has nearly been reached.

Some of our members feel that BCMEA should leverage the option of a Job Action and Strike after the contract expires in December to see what further can be gained. This is a risk that would be costly to many, but a risk worth taking for some.

Lastly, the Team does not intend to release the outcome of this survey to our members or the County as it could be detrimental to the conclusion of the negotiation process, please rest assured that the wishes of the majority will be upheld and the Team will strive to obtain the best possible compensation offer. Should the majority vote to consider a Job Action, there will be further communication from BCMEA to move towards that end. Please keep in mind that this latest survey was to garner information for the Negotiating Team. When a Tentative Agreement (TA) is reached the General Membership will be solicited for a vote to accept the agreement.

Sincerely,

Terry Edwards  
BCMEA President



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October 31, 2016

Dear BCMEA Members,

The BCMEA Negotiating Team continues to meet and confer with the County regarding our MOU contract set to expire on December 3, 2016.

As discussed in the previous update on October 7, 2016, the Negotiating Team has nearly reached a point where there is very limited movement between the County and the Negotiating Team, but feels there may still be an opportunity to garner a bit more from the County. The Negotiating Team is attempting to do so before bringing a final decision to the BCMEA General Membership.

The County has offered a three year contract, valued at 10% over three years; their proposal is 4% COLA in 2017, 2% COLA in 2018, and 4% COLA in 2019.

On another front, Butte County Corrections Officers Association – Supervisory Unit, BCCOA, has finalized their contract with the County which includes a 4 year deal and differs from our discussions in that they will be receiving 5.2% in 2017, 2% in 2018, 4% in 2019, and 0% in 2020. In addition, they are receiving an increase in health insurance money in 2017. It's important to iterate that BCCOA is not getting more than what BCMEA is being offered. 3% of the money they are receiving in the first year is money that BCMEA has already received in the year 2016 between COLA's and the increase in health insurance. Due to the fact that our two contracts don't expire at the same time, BCCOA has not yet received this 3%.

During the Negotiations Meetings, the details behind the BCCOA 4 year contract was discussed and ideas were bounced back and forth between a three year contract and a four year contract. Although the length of the contract is not set in stone, it appears we are looking at some kind of multi-year contract as long as it is financially beneficial to BCMEA members. The Negotiating Team is requesting all of the benefits be in the form of COLA's as that will leave the choice as how to spend the money up to each individual. Some may want their money all in cash, while others may want to allocate a portion of that money to pay for health insurance, pre-tax. This option satisfies both of those individual needs.

The Negotiating Team anticipates having a Tentative Agreement (TA) in the next few weeks. At this time a General Membership meeting is being tentatively scheduled for Tuesday, November 15, 2016, at 5:30p.m. in the Human Resources Training Room to discuss the proposed MOU contract and answer questions that any dues paying members may have. Dues paying members will then be sent a survey shortly after the General Membership meeting to vote on the TA. This survey will have a short window, probably



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3 days, in order to have the contract approved as soon as possible and get raises out to our membership as soon as possible.

Lastly, BCMEA is continuing to waive the back membership dues for those individuals wanting to become dues paying members and have an opportunity to vote on the upcoming MOU contract. Please visit our website at <http://www.bcmea.net/become-a-member> to find a membership application.

Sincerely,

Terry Edwards  
BCMEA President



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November 10, 2016

Dear BCMEA Members,

As of the time of this letter, BCMEA does not have a Tentative Agreement with the County. Although there is no Tentative Agreement, we are very close and attempting to work out the final details for a three year contract.

Due to an agreement not being reached as of yet, the meeting scheduled for this evening with General Membership will be postponed until next Tuesday, November 15, 2016. This meeting will provide all dues paying members an opportunity to hear the details involved in the proposed contract with the County and for members to ask any questions.

The meeting will be held at the Human Resources Training Room at 5:30 P.M.

Immediately following the meeting, dues paying members will be surveyed via email and provided an opportunity to vote on the agreement. This survey will close after 5 days.

Please visit our website at <http://www.bcmea.net> to find membership information.

Sincerely,

Terry Edwards  
BCMEA President



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November 15, 2016

Dear BCMEA Members,

The BCMEA Board of Directors wishes to inform the General Membership that a Tentative Agreement is imminent on a Memorandum of Understanding (MOU) that will be three years in length, beginning December 3, 2016 and expiring November 30, 2019.

The compensation negotiated and proposed to you, the BCMEA membership, is as follows:

December 3, 2016 - four percent (4%);  
December 2, 2017 – three percent (3%); and  
December 1, 2018 – three percent (3%).

This compensation will be in the form of Cost of Living Adjustments (COLA) to every employee. Employees can make personal decisions and appropriate their funds as needed towards health care cost (before taxes), or simply receive the salary increase in their paycheck.

The meeting scheduled for this evening, Tuesday, November 15, 2016 is being confirmed with you, the membership, at this time. This meeting will provide all dues paying members an opportunity to hear the details involved in the proposed contract with the County and for members to ask any questions.

The meeting will be held at the Human Resources Training Room, at 2270 Del Oro, on the County campus at 5:30 P.M.

Immediately following the meeting, dues paying members will be surveyed via email and provided an opportunity to vote on the agreement. This survey will close after 5 days.

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Sincerely,

Terry Edwards  
BCMEA President