

**TORRANCE PROFESSIONAL  
SUPERVISORY ASSOCIATION  
(TPSA)  
NEWSLETTER**



**Governor Signs  
New Paid Sick  
Leave Mandate  
Into Law**

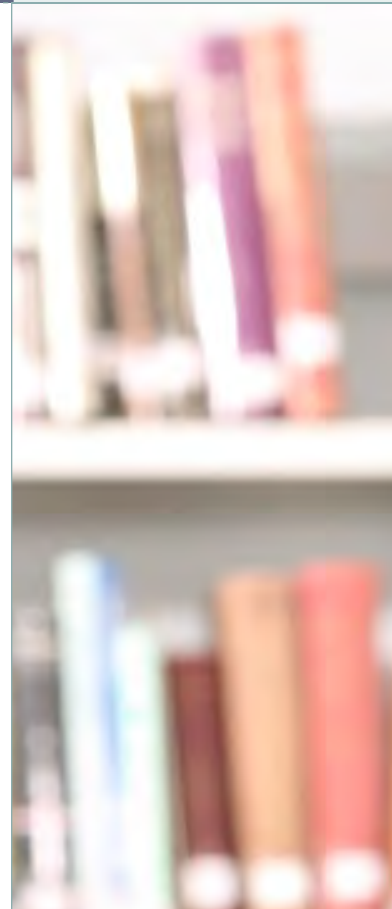
Governor Gavin Newsom signed legislation that mandates the addition of up to 80 hours of employer-paid COVID-19 sick leave retroactive to January 1, 2021. The new law applies to employees who work for a public or private employer with more than 25 employees.

Upon signing the legislation into law, Governor Newsom said, "Even as case rates and hospitalizations decline and vaccinations ramp up, we can't let our guard down and must do all we can to stop this virus from spreading."

The California Chamber of Commerce and a coalition of more than 110 allied groups, strongly opposed the proposal. The coalition expressed concerns about costs on employers, administrative burdens, potential liability for unanticipated errors and claims under the Private Attorney General Act (PAGA).

The new law went into effect on March 29, 2021.

The most important thing employers need to be aware of with respect to this new mandate is that this new bucket of 80 hours of leave is in addition to any leave an employee took in 2020 under the federal Families First Coronavirus Response Act or AB 1867 and there are new qualifying reasons for the leave, including getting the vaccine and recovering from symptoms related to the vaccine.



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**TPSA WEBSITE:**

**[www.torrancepsa.org](http://www.torrancepsa.org)**

Newsletter Editor:  
Leslie Cortez



## WHY WE NEGOTIATE

- State law says the City cannot act unilaterally on matters relating to wages, hours and working conditions.
- The City is required to meet and confer in good faith with a representative of employee organization.
- If the City or employee organization propose a change in a mandatory area, both must negotiate until

agreement is reached, proposal is withdrawn, or required impasse procedures have been exhausted.



*“Different people, in good faith, can look at the same fact and interpret it differently. But that's where an interesting conversation begins.” -Eric Schlosser*

### WHAT WE BARGAIN

- ◆ Giving raises
- ◆ Change in hours of work
- ◆ Notice of shift changes
- ◆ Change in uniform allowance
- ◆ Change in premiums such as night shift differential
- ◆ Change in holidays
- ◆ Change in the type of work an employee does
- ◆ Retirement benefits
- ◆ Vacation & Sick Accruals
- ◆ Change in Sick Leave Policy
- ◆ Departmental Work Rules

### INCOMING TPSA PRESIDENT MICHELLE MASAK



Michelle Masak worked in the CIT department since 2016, before transitioning to the Fire Department where she helps manage continuous improvement of the Fire Department's services to our community.

She holds a Master's Degree in Public Administration & Regional Development as well as a Master's of Business Administration. She was born in Southern California but spent 17 years living in Prague, Czech Republic.

Michelle and her husband live in Redondo Beach and she loves spending time with close friends and family. She considers herself a bit of a nerd and exercise addict. In her free time, you'll most likely find her sailing, running, reading, studying nutrition, or practicing mindfulness. When asked how she feels about her new role, Michelle said, "I feel very honored to find myself in the position of TPSA Board President and that so many of our members felt they would like me to represent our Union. I am aware that the task of balancing the needs and requests of TPSA's members with the limitations of what the City can and is willing to provide is a tricky one. I like the vision of our union maintaining a respectful and collaborative relationship with the City, and our members being regarded as assets that are valuable and appreciated. I'm motivated by the challenge of strengthening the relationship between our union and the City in ways that benefit our members AND the City at the same time. I always try to listen to understand all points of view and then try find a common ground that will help find the best possible, most fair, and objective solution. That is the disposition and resolve that I am going into the position of TPSA Board President with and I am honored to represent us all to the best of my capabilities".

**Please join us in welcoming Michelle!**



*Your membership gains you access to the CEA Articles Bank, voting rights, legal and financial advisement, and more.*

## TPSA Q&A

**EACH MONTH WE WILL TRY AND PROVIDE ANSWERS TO QUESTIONS ASKED BY OUR MEMBERS:**

**QUESTION:** We've been asked to fill this TPSA Move-up form at the beginning of every year. Just wondering if this is mandatory for every TPSA member, or only mandatory to those staff who don't want move-up?

**ANSWER:** Per MOU, move-up is optional to those who are offered it and not mandatory. We've known for employees to decline move-up, strange as it sounds. Typically when someone accepts move-up they are expected to assume most or all of the job functions he/she are on move-up for, and some employees may not feel comfortable or are not trained to perform certain functions. The purpose of the form is to have a record of which employees would like move-up if offered, that way if move-up is available, a person who did fill out the form or stated "no" on the form cannot come back and grieve it if they are passed up.

*Not all employees are required to complete the form, as some classifications are within a Division/Program where move-up is not available.*

## A MESSAGE FROM OUTGOING PRESIDENT **JERRY EDWARDS**

After 32 years of service with the City of Torrance including the last few years as TPSA President, I have decided that it's time for me to retire.

Michelle Masak will be your new President as of July 1st 2021; she has already started working with the Board to understand the current issues and will be meeting with City Manager staff sometime in May to discuss and keep us moving in the right direction.

During these last couple of years Torrance employees have experienced both the Cyber Attack followed by the Covid-19 Pandemic; these issues has made it very difficult to address any kind of meaningful changes in our contract. We're hoping to see some positive changes moving forward as the City starts to recover from the economic downturn. We have already seen the new City Manager starting to rehire staff from positions that were previously frozen, which is an indication that we're slowly recovering.

I'd like to thank our members for allowing me to be a part of this board and represent you during these last few years, it has been my pleasure serving as your President. I will miss my colleagues on the Board and am confident they will continue to serve in the best interest of our members and bargain in good faith.



## RETIREMENT RESOURCES

TPSA members, you can log in or register as a CalPers participant if you are a member, non-member, retiree, community property payee, beneficiary, survivor, or subscriber. Please use the link to login into you account or to register. <https://www.calpers.ca.gov/>

**Retirement Health Savings Plan (RHSP) :** The RHSP is a mandatory benefit for all TPSA members and everyone will be enrolled in this Retirement Health Saving Plan. Please see TPSA Resolution 2015-51, page 2, (Section 4.3 B.) DEFERRED COMPENSATION. To avoid paying taxes, the Federal Tax rules stipulate that everyone in the group is in the plan. Therefore, you will have to plan ahead by either using, cashing out, or deferring your Sick/Vacation hours prior to separating or retiring to avoid utilizing the RHS Plan. Contact your Board members for more information or to request forms. NOTE: All new members must complete an enrollment form. Please visit [www.icmarc.org](http://www.icmarc.org) to create your profile and complete an enrollment form. The Torrance Plan # is **803581**

### LEGISLATION & LABOR RELATIONS

**Here is a list of current bills that may apply to Labor Negotiations or Contract Items**

#### **AB 53 (Low) Election Day. Holiday.**

This measure would make the statewide election day a holiday by making Washington Day only observed in odd- numbered years.

#### **SB 270 (Durazo) Public Employment. Labor Relations.**

This measure would make it an unfair labor practice if mistakes are made in statutorily required information to be provided to an employees exclusive representative.

#### **AB 845 (Rodriguez) Disability Retirement. COVID-19 Presumption.**

This measure would allow an individual to retire with a disability pension as a result of a COVID-19 illness.

#### **SB 278 (Leyva) Public Employees' Retirement System. Disallowed Compensation.**

This measure would require in instances of disallowed compensation that a public agency must continue to paying a retiree the amount reduced in their retirement allowance.

### YOUR TPSA BOARD

#### **President**

Jerry Edwards, Communications  
Supervisor/CIT  
(Out-Going)

#### **President (as of July 2021)**

Michelle Masak, Senior Administrative  
Analyst, Fire Dept.

#### **1st Vice President**

Chuck Schaich, Senior Administrative  
Analyst, Public Works

#### **2nd Vice President**

Leslie Cortez, Senior Administrative  
Analyst, Community Development

#### **Secretary**

Denise Aoki, Supervising  
Administrative Assistant, Community  
Development

#### **Treasurer**

John Drakodaidis, Senior  
Administrative Analyst, Public Works