

**SEIU LOCAL 1000 COUNCIL**

**January 18 - 19, 2008**

**AGENDA ITEM:** Emergency Resolution 5(T)

**SUBJECT:** Exploration of Unit 1 Reorganization

**SUBMITTED BY:** Margarita Maldonado  
Adrienne Suffin

**RECOMMENDED ACTION:** Authorize Unit 1 SBAC to explore adding classification-based bargaining unit representatives to the Unit 1 SBAC and to the Unit 1 BUNC.

**BACKGROUND:**

- Unit 1 is the largest unit in SEIU Local 1000, with 44,000 members in 450 classifications.
- SBAC representatives are elected geographically by DLC, although many of the issues facing Unit 1 are classification-based.
- Members are requesting representation by classification groups.
- Organizational priority to develop member-experts in classification issues in anticipation of HR Modernization Project and in order to develop clear promotional pathways.

**ESTIMATED COST:** No additional costs to current budget

**FUNDING SOURCE:** None

**COUNCIL ACTION:** CARRIED

## **Administrative and Analytical Classification Group**

Administrative and analytical professionals are the administrative support for state operations. For example, they make recommendations for budget changes, prisoner release, and legislation. They provide business and personnel support services. Some classification series within this group are Associate Governmental Program Analysts, CalTrans Administrators, Personnel Specialists, Legal Analysts and Correctional Case Records Analysts.

<b>CLASSIFICATION</b>	<b>CLASS CODE</b>
Admin Assistant I	5361
Administrative Asst II	5358
Assc Budget Anly	5284
Assc Business Mgt Anly	4742
Assc Pers Analyst	5142
Assc Small Busi Off	5493
Assc Space Planner	4715
Assistant Caltrans Administrator	4675
Assoc Govern Prog Analyst	5393
Assoc Materials Analyst	4901
Assoc Mgm Analyst	5246
Assoc Oper Spec, FTB	5334
Assoc Trans Analyst, Dgs	4535
Assoc Transp Planner	4721
Assoc Transportation Rep	8699
Associate Caltrans Administrator	4678
Asst Small Bus Officer	5721
Budget Technician I	5221
Bus Svc Ofcr I (spec)	4720
Bus Svc Ofcr II (spec)	4970
Business Asst I, Dist Ag Assoc	4810
Business Serv Asst (spec)	4707
Corr Case Rec Analyst	1152
Election Specialist	5354
Facility Marketing Rep, Dist Agri Assoc	2121
Hsng & Com Dev Rep I	9023
Hsng & Com Dev Spec I	9035
Hsng & Com Dev Spec II	9037
Jr Small Bus Officer	5722
Junior Staff Analyst General	5156
Legal Analyst	5237
Legal Asst	1820
Ltd Exam & Appt Pro Cand (ic)	4687
Management Services Asst	5256
Management Services Tech	5278
Payroll Specialist	1311
Persnl Tech I	5160

## Financial Classification Group

Finance professionals perform key duties relative to the collection and generation of state revenue, the auditing of business to ensure compliance with state regulations, and the investment of state funds. Some classification series within this group are: Business Taxes Representatives, Investment Officers, and Accounting Officers.

<b>CLASSIFICATION</b>	<b>CLASS CODE</b>
Accountant I (spec)	4177
Accounting Analyst	4582
Accounting Officer (spec)	4546
Acct Trainee	4179
Acctg Adm I (spec)	4552
Actuarial Asst Trainee, Calpers	5509
Actuarial Asst, Calpers	5552
Assc Adm Anly-Acct Sys	5304
Assc Ed Of Publications	5593
Assc Ins Rate Anly	4438
Assc Land Agent	4996
Assc Mgmt Auditor	4159
Assc Prop Appraiser	5011
Assc Right Of Way Agt	4965
Assoc Accounting Analyst	4588
Assoc Casualty Actuary	6087
Assoc Financial Aid Anlyst	1964
Assoc Fiscal Systems Analyst, Caltrans	2249
Assoc Forest Prop Aprsr Boe	5017
Assoc Ins Examiner	4412
Assoc Inv Analyst, Cal Hsg Fin	4538
Assoc Invst Ofcr/Strs	7337
Assoc Life Actuary	6089
Assoc Pension Actuary	5436
Assoc Pension Prg Analyst	5104
Assoc Prg Eval Calpers	4059
Assoc Prog Spec, Cdac	4289
Assoc Prop Adtr Appraiser Boe	5448
Assoc Property Agent	5096
Assoc Property Appraiser (boe)	5444
Assoc Real Estate Officer	9595
Assoc Risk Analyst	4658
Assoc Tax Auditor, Bd Of Equal	4281
Assoc Treas Prog Officer	4223
Asst Adm Anly-Acct Sys	5306
Asst Loan Officer	7479
Asst Prog Spec, Cdac	4288
Asst Prop Audtr Appraiser Boe	5441

<b>CLASSIFICATION</b>	<b>CLASS CODE</b>
Invest Ofcr Spec III Strs	7684
Investigative Auditor II Doj	4203
Investigative Cpa	6612
Investment Off III	4695
Investmt Off I,Ret Sys	4656
Investmt Off II,Ret Sys	4671
Invstgtv Auditor III Doj	4215
Invstgtv Auditor Iv (spec) Doj	4224
Invstmnt Ofcr I Strs	7338
Invstmnt Ofcr II Strs	7339
Key Accts Spec, Cs Lottery	1787
Loan Officer	7480
Marketing Spec Ca St Lottery	9069
Marketing Spec, Cmsi/Daa	0556
Markng Anlyst I Ca St Lottery	9067
Markng Anlyst II Ca St Lottry	9068
Mort Loan Acctng Ofcr	4918
Payroll Auditor,Dv Lbr Stds En	1782
Pension Prg Analyst	5103
Prg Evalspec(is)calpers	4084
Prg Evaluator Calpers	4057
Prin Comp Rep FTB	8622
Prog Spec I-FTB	4364
Prog Spec II-FTB	4365
Prog Spec III-FTB	4366
Prop Appraiser/Investgtr	5457
Pub Ut Reg Analyst III	4611
Pub Ut Reg Analyst IV	4615
Pub Ut Reg Analyst V	4616
Pub Util Reg Analyst I	4592
Pub Util Reg Analyst II	4593
Public Util Fin Exam II	4508
Public Util Fin Exam III	4502
Public Util Fin Exam IV	4499
Rental Agent	8638
Retirement Prog Spec I	5203
Retirement Prog Spec II (tech)	5188
Sales Rep,Prison Ind	7149
Senior Claim Auditor	1765
Senior Pension Actuary	5461
Sr Accounting Ofcr (spec)	4567
Sr Actuarial Asst, Calpers	5632
Sr Actuarial Statistician	6079
Sr Casualty Actuary	6085

## Employment and Health Services Classification Group

Employment and Health Services professionals provide a range of duties focusing on the delivery of employment and health services to the public. Some classification series within this group are: Disability Evaluation Analysts, Workers Compensation Claims Representatives and Health Program Auditors.

CLASSIFICATION	CLASS CODE
Apprenticeship Consultant	9485
Assoc Health Prog Adviser	8337
Assoc Hlth Care Svc Plan Analy	8448
Assoc Medi-Cal Eligibility Analyst	4414
Assoc Mental Health Spec	8329
Claims Spec,Vict Of Crime	9247
Clinical Record Adm	1893
Comm Disease Spec I	8404
Comm Disease Spec II	8403
Communicable Disease Rep	9052
Cons Communicable Disease Rep	9051
Dis Ins Prog Rep	9233
Disability Eval Analyst	5365
Disability Eval Anl III	5367
Disability Insur Spec I	9218
Disability Insur Spec II	9227
Disb Eval Analyst II	8392
Educ & Outreach Spec	7371
Emp Prog Counselor	9152
Emp Prog Rep	9194
Employ Dev Plner III	4511
Employment Dev Spec I	9204
Employment Dev Spec II	9216
Employment Prog Tech	9231
Fair Emp & Housing Cons II	9511
Fair Emp/Hsng Cons III (spec)	9547
Fair Empl & Hsg Consultant I	9513
Feed,Fert & Livstk Drugs Insp	0775
Fld Exmr I,Alrb	9518
Fld Exmr II,Alrb	9519
Fld Exmr III,Alrb	9520
Genetic Disease Spec I	8450
Genetic Disease Spec II	8451
Genetic Disease Spec III	8452
Health Fac Eval II	8052
Health Fac Eval Spec	2246
Health Plan Spec I	4666
Health Plng Spec II	4648

## Information Technology Classification Group

IT professionals are responsible for the information infrastructure of the state, and perform a variety of duties that range from installing applications to designing complex computer networks and information databases. Some classification series within this group are: Information Systems Analysts, Programmer Analysts and System Software Specialists.

<b>CLASSIFICATION</b>	<b>CLASS CODE</b>
Assoc Info Syst Alyst (spec)	1470
Assoc Prog Systems Analyst	7737
Assoc Progmr Alyst (spec)	1579
Assoc Syst Sftwr Spec (tech)	1585
Asst Info Systems Analyst	1479
Computer Oper Spec I	1560
Computer Oper Spec II	1561
Computer Operator	1353
Info Syst Tech Spec I	1562
Info Syst Tech Spec II	1557
Information Systems Tech	1360
Programmer I	1382
Programmer II	1383
Sr Edp Acquis Spec (tech)	1368
Sr Info Syst Analyst (spec)	1337
Sr Prog Systems Analyst (spec)	7740
Sr Progmr Alyst (spec)	1583
Staff Edp Acquis Spec	1361
Staff Info Syst Analyst (spec)	1312
Staff Prog Systems Analyst (spec)	7738
Staff Progmr Alyst (spec)	1581
Sys Software Spec II (tech)	1373
Sys Software Spec III (tech)	1367
Syst Sftwr Spec I (tech)	1587
Telecom Sys Anly I	5170
Telecom Sys Anly II	5171
Telecom Sys Mgr I (spec)	5135

<b>CLASSIFICATION</b>	<b>CLASS CODE</b>
Planner II-Energy Fac Siting	4756
Proc Fruit/Veg Ins Iv (pi)	3523
Proc Fruit/Veg Insp III(seanl)	0051
Prog Spec, Pest Mgmt	0381
Prog Spec,Feed/Fer & Lvstk Dr	0355
Public Land Mgmt Spec III	4369
Public Land Mgmt Spec IV	4370
Recycling Spec III (tech)	4696
Recycling Specialist I	4689
Recycling Specialist II	4690
Regis Spec (agri Chem)	0113
Right Of Way Agent	4959
Safety Specialist, Caltrans	9807
School Fac Prog Anlyst I	2710
School Fac Prog Anlyst II	4244
Sr Insurance Compliance Officer	8607
Sr Pest Use Spec	0472
Tahoe Con Prog Anlyst I	2087
Tahoe Con Prog Anlyst II	2088
Transportation Analyst	4513
Transportation Planner	4768
Welfare Fraud Prevention Coor	4228

<b>CLASSIFICATION</b>	<b>CLASS CODE</b>
Resch Anly II-Soc/Behav	5732
Resch Prog Spec I	5742
Resch Prog Spec I (demo)	5833
Resch Prog Spec I (econ)	5830
Resch Prog Spec II	5758
Resch Prog Spec II (econ)	5835
Resch Prog Spec II-Hlth	5764
Resch Prog Spec III Tran Econ	5733
Resch Prog Spec II-Soc/Behv	5767
Resch Prog Spec I-Soc/Behv	5756
Research Prg Spec II, Fire And Fuels	5836
Research Prog Spec II (demography)	5771
Research Prog Spec III (demography)	5770
Research Writer	5617
Resrch Analyst I (geo Info)	7416
Resrch Analyst II (geo Info)	7417
Resrch Prog Spec I (geo Info)	7418
Resrch Prog Spec II (geo Info)	7419
Resrch Prog Spec III(geo Info)	7420
Sr Inst Dsgnr(tech) Cpos&t	2948
Sr Inst Sys Eng, Cpos&t	2950
Sr Photographer	2843
Stat Methods Anly I	5556
Stat Methods Anly III	5553
State Historian I	2801
State Historian II	2800
State Park Interprtr Asst Pi	2825
State Park Interprtr I	2826
State Park Interprtr II	2827
Television Asst	5574
Television Spec	5571
Translator	5624

**UNIT 1 MEMBERS**

Unit 1 members elect the Unit 1 SBAC

**Unit 1 Statewide Bargaining Advisory Committee (SBAC)**

SBAC members are either elected geographically by District Labor Councils or statewide classification groupings



**DISTRICT BARGAINING UNIT**

One DBUR for each of the 50 District Labor Councils (DLCs) elected by the membership in their DLC

**CLASSIFICATION BARGAINING UNIT**

One representative for every 2,000 employees or fraction thereof from the following groups with a minimum of 2 reps:

1. Administrative and Analytical (13,646 employees; 6 reps)
2. Financial (9,772; 4 reps)
3. Employment and Health Services (9,255; 4 reps)
4. Information Technology (7,710; 3 reps)
5. Environmental and Consumer Protection (1,926; 2 reps)
6. Communications and Research (1,422; 2 reps)

**BARGAINING UNIT NEGOTIATING COUNCIL (BUNC)**

The 19 member BUNC is elected by the whole SBAC using the following criteria:

- Six geographic areas: 4-Central (Sacramento), 1-Coastal, 1-Southeast, 1-Southwest, 1-Southeast/Southwest and 1-Statewide
- Six classification groups (above), two representatives each for groups 1 thru 4 and one representative each for groups 5 and 6



**VICE CHAIR and ALTERNATE VICE CHAIR**

Vice Chair and Alternate Vice Chair is elected by SBAC

**CHAIR**

Chair elected by entire SBAC

## UNIT 1 REORGANIZATION/ELECTION TIMETABLE

Thursday, January 3	Review by BUNC Chairs
Friday, January 4	Review by Unit 1 BUNC
Saturday, January 5	Presentation at DLC/BUNC Leadership Meeting
Monday, January 7	Begin calling Unit 1 SBAC
Monday, January 7	Begin evaluating classification groupings
Monday, January 17	Authorization from Local 1000 Council to study Unit 1 reorganization
Sunday, February 3	Approval from Unit 1 SBAC to take issue out to Unit 1 membership
Monday, February 4 - 8	Contact Unit 1 stewards by classification groupings
Tuesday, February 11	Open comment period starts for Unit 1 members/nonmembers
Friday, March 28	Comment period ends for Unit 1 members/non-members
Monday, April 7	Unit 1 SBAC adopts formal reorganization plan and submits to Local 1000 Council
April?	Special Local 1000 Council meeting to approve plan
April?	Election Committee appointed after Council approval
Thursday, May 1	CBUR Nomination forms mailed
Friday, May 16, 5 p.m.	Last day to receive nomination forms
Friday, May 23	Ballots mailed
Monday, June 2	First day to request a duplicate ballot
Friday, June 6, 5 p.m.	Last day to request a duplicate ballot
Friday, June 13, 5 p.m.	Last day to receive ballots
Monday, June 16	Ballot count
Monday June 16	Protest period begins
Wednesday, June 25, 5 p.m.	Protest period ends
Monday, June 30	CBURS seated

DRAFT -- January 16, 2008