

AUGUST 10, 2011

UNION UPDATE



FIGHT FOR A FAIR ECONOMY

Corporations: Pay up!

Big business paying less tax while the middle class struggles

A growing number of Local 1000 members are stepping up in the Fight for a Fair Economy – calling for corporations to pay their fair share of taxes. While the economy struggles to recover, big businesses and CEOs are cheating America out of billions in revenues, and the fallout is a struggling middle class and drastic cuts to social services, education and public safety.

“It’s just not fair that I pay a higher tax percentage than so many corporate bigwigs,” says DMV field representative, Dorothy Ortiz. “I’m tired of getting blamed as a state worker, and now I can do something about it.”

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– Dorothy Ortiz
Department of Motor Vehicles

Dorothy Ortiz is just one of many frustrated California state workers who are taking part in the Fight for a Fair Economy campaign. More than 100 worksite meetings have been held across California organized by member leaders like Ortiz. “I am educating my peers,” says Ortiz. “They are joining me to make their political voice heard.”

Corporate tax rates declining

In the 1950s, corporate income tax averaged about five percent of gross domestic product (GDP) per year. Since 2009, corporate tax revenue has fallen to just 1.2 percent while government struggles to pay their bills. More startling: a 2008 report for Congress found that, between 1998 and 2005, two-thirds of all U.S corporations paid no taxes due to loopholes and accounting gimmicks.

The rich get richer

Taxes on the wealthy follow the same patterns: average tax rates on the richest Americans have plummeted from 32 percent in the 1990s to less than 17 percent in 2007.

WHAT YOU CAN DO

- Attend a worksite meeting to learn how you can get involved in the Fight for a Fair Economy. Schedule is available at seiu1000.org
- Join the Committee On Political Education (COPE) by making a small donation to strengthen our political voice. Ask your Union organizer



“I’m shocked that these giant tax breaks for the wealthy are putting so many programs at risk.”

Dorothy Ortiz

DMV Field Representative • Chief Steward, DLC 703

Tax breaks for the wealthy	Programs at risk
\$11.5 billion Per year cost of recent tax cuts for millionaires’ estates	\$11.2 billion Early childhood programs
\$8.9 billion Cost of allowing mortgage interest deduction for vacation homes (est. 10-year cost)	\$8.9 billion Low-income housing programs
\$6.7 billion Cost of “estate planning” techniques used by wealthy to avoid taxes	\$7.6 billion Supplemental nutrition for poor families (WIC)
\$5.2 billion Cost of removing limit on itemized deductions for high-income taxpayers (FY 2011)	\$4.6 billion Teacher training and after school programs
\$4.1 billion Cost of tax breaks for offshore operations of U.S. financial companies	\$4.1 billion Job training for unemployed and new workers
\$2.5 billion Tax breaks for oil companies (write-offs for drilling and oil well costs, FY 2012)	\$2.5 billion Low Income Home Energy Assistance (LIHEAP) grants to poor families
\$4.9 billion Cost of extending alcohol fuel tax breaks	\$2.5 billion Community health centers
\$2.3 billion Tax loophole for managers of hedge funds and private equity funds (FY 2012)	\$2.0 billion Homeless Assistance Grants
\$312 million Cost of allowing companies to write off punitive damages (10 years)	\$420 million Legal services for the poor
\$303 million Cost of special tax breaks for the timber industry	\$317 million Title X Family Planning
\$42 billion One-year cost of extending Bush tax cuts for top brackets (FY 2012)	\$44 billion All programs at risk combined

Source: Center for American Progress, 2/2011

UNION INFORMATION

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website
seiu1000.org

Connect with Local 1000

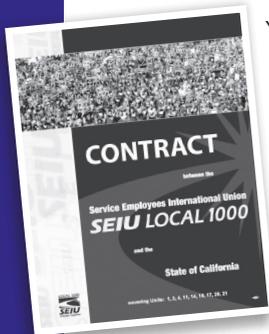
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More than 20,000 Local 1000 contracts distributed throughout July



Your Local 1000 contract—ratified by a vote of the members in November 2010—was distributed to more than 20,000 members at worksite meetings throughout July. The contract, which guarantees a wide range of rights and benefits to state employees, is available in printed form or in digital format on a portable flash drive. Members can also download a copy from seiu1000.org

Local 1000's bargaining team won a number of key provisions, including protection against the imposition of minimum wage, ending the three furlough days members endured each month, and a three percent wage increase added to the top of each pay range, effective July 1, 2013.

This year, Local 1000 is working with volunteers from the Braille Society of Sacramento to offer the contract in a format for members with visual impairments. The braille contract will be available by the end of 2011.

How to get your copy:

- Contact your steward
- Ask your Local 1000 organizer
- Call the Member Resource Center at **866.471.SEIU (7348)**
- Download a digital copy at seiu1000.org



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KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

What to do when your supervisor asks for a meeting

If you are called into a meeting with your supervisor or manager and believe the meeting or the information gathered in the meeting may result in disciplinary action, you have specific representational rights – known as Weingarten rights – summarized below:

- You have the right to have a union steward present.
- If you want a steward present, you must request it.
- If you do not know why your manager wants to meet with you, ask if it is a meeting that could result in disciplinary action.
- If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting and respectfully decline to answer questions until your union representative is present. If the supervisor or manager insists that you answer questions, you must do so. Take careful notes. Once the meeting is over, call your steward at once.
- You have the right to speak privately with your steward before the meeting and during the meeting.
- Your steward is not just a witness and has the right to play an active role in the meeting.

This statement could save your job:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting and before I answer any questions."

However, if you are specifically ordered to proceed with the investigation/interview even without your representative present, politely restate your objection and remember the general rule of "obey now, grieve later."

How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance.

For more information regarding Weingarten rights visit seiu1000.org