

# It starts with you

## Regional town halls give members a voice

Starting in February, Local 1000 will launch a comprehensive statewide effort to learn the contract priorities of as many members as possible before our elected bargaining team begins negotiations with the state this spring.

“This is your time to make yourself heard,” said Margarita Maldonado, Local 1000 vice president for bargaining. “We’re listening to as many members as possible to learn what’s important to them.”

### Road to new contract starts in February

Phase one of our campaign starts Feb. 11 in San Diego. Local 1000 will host more than 15 regional town halls—spread around the state—to make it easier for members to participate.

At the town halls, you can talk with an elected statewide officer and bargaining team members, learn more about the bargaining process,

hear about past negotiations and budget issues, and offer your own ideas of what our priorities should be at the bargaining table.

### Our jobs, our contract, our union

Our bargaining team will work to protect and expand upon hard-fought gains from prior contract campaigns including wages, benefits and retirement security. It is also a forum to address members’ concerns, such as improving working conditions.

### Bargaining prep began in 2012

In December, Local 1000 met to engage an “army of volunteers” that will mobilize in support of our contract campaign.

In January, more than 200 elected members from various classifications in our nine bargaining units met to map out a strategy and timeline for gathering member input and



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—Margarita Maldonado  
Local 1000 Vice President for Bargaining

prepare for our 2013 fight for fairness and a new contract.

In late March, the bargaining team plans to review the input from town halls and other meetings to prepare for bargaining.

A schedule of the town hall meetings is posted at [seiu1000.org](http://seiu1000.org). Attendees at each town hall meeting will get an invitation to take a survey on bargaining priorities.

## How the state budget affects you

### Local 1000 answers key questions in Gov. Brown’s budget proposal

To see a more detailed version of this story, go to [seiu1000.me/WS5adW](http://seiu1000.me/WS5adW)

#### Am I going to get a raise?

The budget the governor released in January includes the 3 percent step increase negotiated by Local 1000. Additional raises would have to be negotiated through the collective bargaining process this year before they can be funded in the budget.

#### Am I going to get a cut/furlough?

The budget does not include any language about furloughs for the fiscal year that begins July 1. This year’s budget does not have a deficit, due to increased revenues from a stronger economy and increased revenues from the passage of Proposition 30 and Proposition 39.

#### What does the budget say about unfunded liabilities for state employees?

The budget highlighted two unfunded liabilities: pension and retiree health care costs. The budget lists state employee retiree liabilities of \$38.5 billion. The problem is that many groups use mathematical gimmicks to inflate the estimated size of the unfunded liability.

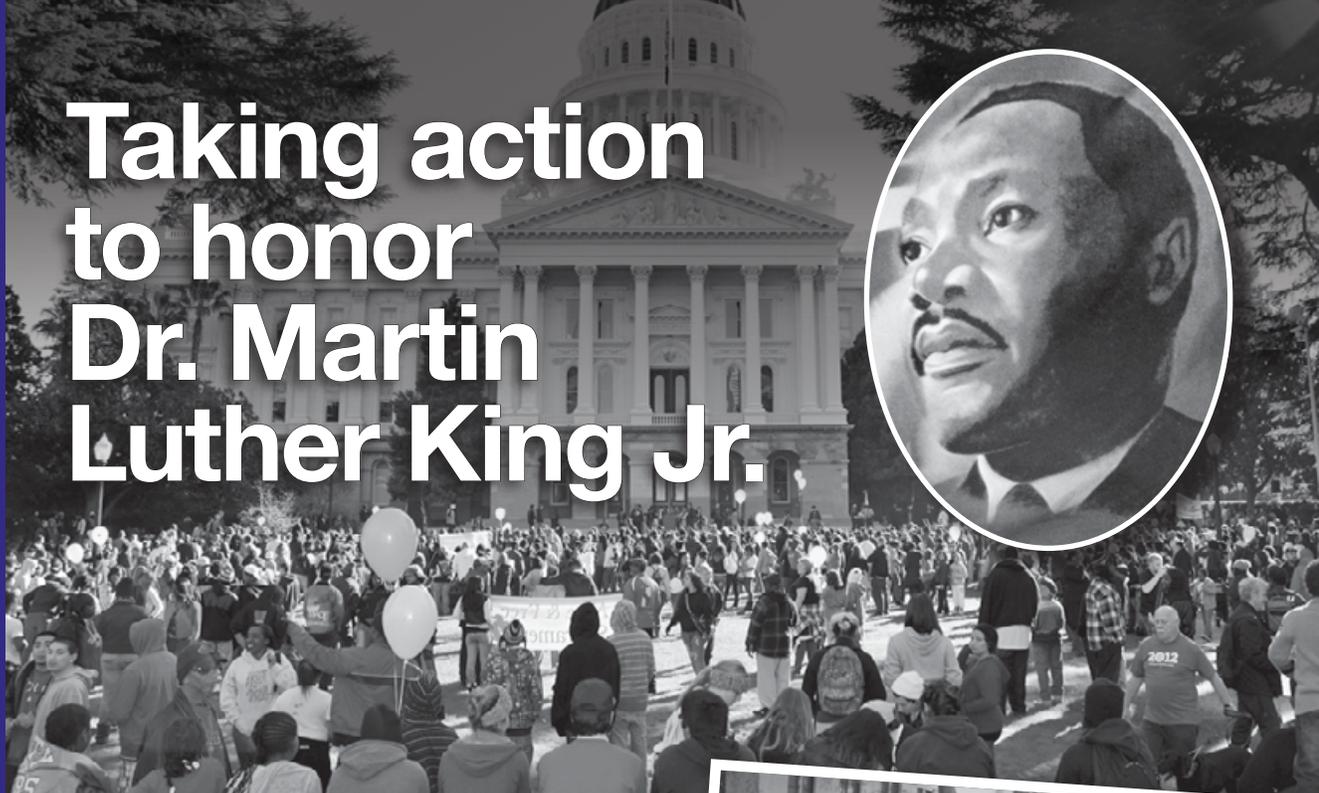
The pension system was 96.6 percent funded in 2007, and then hit a low of 58.4 percent during the recession, and is now over 70 percent, thanks to annual returns in investments (13.26 percent in 2012).

The latest estimate by the state is that retiree healthcare has unfunded liabilities of \$62.1 billion. This number came about recently because of changes imposed by the Government Accounting Standards Board in 2006-2008. The state now estimates that the annual cost is \$1.71 billion.

The budget mentions the need to address these liabilities, but does not offer specific recommendations.

JAN 30  
2013

UNION UPDATE



## Taking action to honor Dr. Martin Luther King Jr.

### Members build community while remembering a revered supporter of labor

#### Local 1000 members took different paths to honor the legacy of Dr. Martin Luther King Jr.

In Sacramento, dozens of members and their families joined about 20,000 other people to march nearly four miles to the Sacramento Civic Center by way of the east steps of the Capitol. In San Diego, members and staff participated in a park cleanup while others attended a prayer breakfast.

“Dr. King continues to inspire us to look beyond ourselves and build a community for all of us,” said Yvonne R. Walker, Local 1000 president. “We still feel the effects of Dr. King’s passion and his leadership, and we are still reminded of the fundamental value of a union representing its members.”



Although Dr. King was assassinated in 1968 while supporting a strike by Memphis city garbage collectors, his message about civil rights and organized labor is as true today as it was in the 1960s. In December, Michigan adopted a so-called “right-to-work” law designed to weaken unions. King warned against such legislation back in 1961. “We must guard against being fooled by false slogans, such as ‘right-to-work.’ It is a law to rob us of our civil rights and job rights,” he said.

## Mileage reimbursement rate increases for 2013

### Deduction for pre-tax parking also increased

Effective Jan. 1, the personal vehicle mileage reimbursement rate for all state employees is 56.5 cents per mile. The relocation/moving mileage reimbursement rate for all current state employees (and new hires) will now be 24 cents per mile.

The state mileage rates mirror those of the Internal Revenue

Service’s (IRS) published mileage reimbursement rates. The Department of Human Resources (CalHR) Benefits Division will notify departments of subsequent changes to the IRS rates.

CalHR has also announced that the limit for the monthly pre-tax deduction from an employee’s income to pay for qualified parking

for 2013 will be \$245. This amount is an increase of \$5 over the limit of \$240 in effect for 2012.

If you have any questions or need assistance with the information provided above, please contact Ray Asbell, CalHR state-wide travel/relocation program manager at **(916) 324-0526** or **ray.asbell@calhr.ca.gov**

### Resource Center

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

### Website

[seiu1000.org](http://seiu1000.org)

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