

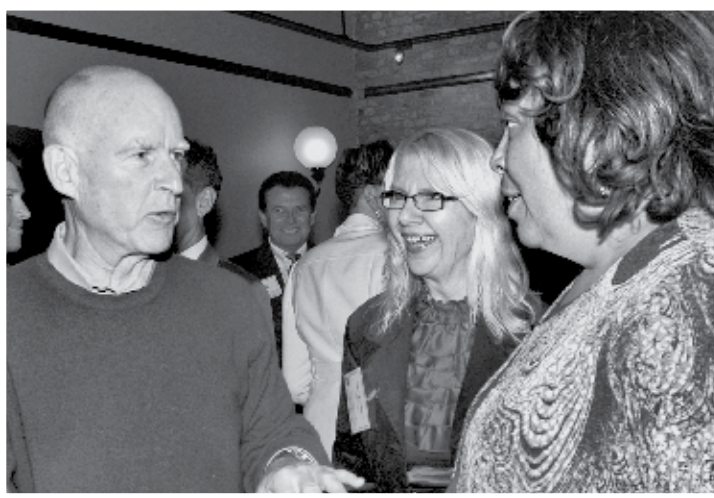
FEBRUARY 9, 2011

UNION UPDATE



Top budget priority: protect services and members' jobs

We're working to solve the deficit responsibly while serving California



Local 1000 President Yvonne Walker (right) and COPE Chair Connie Kabeary (center) with Gov. Brown at Local 1000's Legislative Reception.

Local 1000 is monitoring Gov. Jerry Brown's plan to transfer some state services to counties and cities, and to reorganize some departments. Our focus remains on protecting vital state services.

"We're working to mitigate the impact (of the budget plan) on any employee effected." said Local 1000 President Yvonne Walker.

"Members are our first priority ... We're working to ensure the continued delivery of the programs Californians expect and rely on."

—Yvonne Walker, Local 1000 president

In his State of the State address last week, Gov. Brown called for a truly democratic approach to fixing the state's budget mess; asking voters to choose between: 1) a reasonable combination of \$12.5 billion in revenues through a five-year extension of present rates for sales and income taxes and the vehicle license fee and \$12.5 billion in program cuts, or 2) a doubling of program cuts and annual \$20 billion deficits into 2016.

"I agree with Gov. Brown that it would be unconscionable to tell the people of California they can't make the decision," said Walker. "All of us—state leaders as well as voters—should have a say in solving the budget crisis and what kind of California we want this state to be."

SCIF downsizing under scrutiny

Member rights strongly enforced

Local 1000 is closely monitoring the State Compensation Insurance Fund's (SCIF) consolidation plans to ensure employee rights are protected in the face of office closures and involuntary job transfers.

SCIF's three-year plan calls for the closure of nine offices and may impact up to 4,000 employees. The reorganization and consolidation places a significant burden on effected employees: nearly half the positions are slated to move to offices more than 50 miles away.

"We will be vigilant in helping our members understand their options, and the benefits available to them during the transfer and layoff process," said Margarita Maldonado, Unit 1 Bargaining Chair. "Our contract and state law provides assistance that mitigates the severe impact of moving a job such great distances, and protection against disguising illegal layoffs as transfers."

Local 1000 has demanded negotiations to ensure that the involuntary transfers—particularly those involving jobs moving great distances—are not actually an attempt to layoff SCIF workers. At the same time, we will carefully track the process for strict compliance.

Members whose jobs are moved more than 50 miles can qualify for significant relocation assistance including the reimbursement of an array of moving expenses and costs for temporary lodging, meals and travel.

Resource Center

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

Website

seiu1000.org

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FAQs from Local 1000's Member Resource Center

Q: What are the rules for Unpaid Leave of Absence?

A department head or designee may grant an unpaid leave of absence for up to one year. You must provide substantiation to support your request. A leave of absence assures you the right to your former position at the end of your leave.

Unpaid leaves of absence may be granted for the following reasons.

- Union activity
- For temporary incapacity due to illness or injury
- To be loaned to another governmental agency for performance of a specific assignment
- To seek or accept other employment during a layoff situation or otherwise lessen the impact of an impending layoff
- Education
- Research project

- Personal or family matters
- Run for public office.

Your leave of absence may be terminated prior to the expiration date with written notice from your department head or designee at least 30 workdays prior to the effective date of the revocation.

For more information: read Article 8.7 of your contract.

Q: How long will the employer pay their portion of medical benefits while I am on State Disability Benefits?

Since July 1, 2006, the state has paid full premiums for an employee and any applicable dependent coverage for health, dental and vision benefits for the length of the employee's disability up to a maximum of twenty-six (26) weeks.

The state recovers your portion of the premium (employee's share)

through an accounts receivable arrangement.

If your SDI leave extends past 26 weeks, you are responsible for paying the full premium for health, dental and vision coverage directly to the health care provider.

For more information: read Article 9.17 of your contract.

Q: Can Professional Development Days be used before any other leaves?

You may use PDD before other leaves. You accrue two PDD each fiscal year (July 1–June 30) and those days must be used in the fiscal year you acquire them. PDD can be used in one-hour increments. You may consider using those days before other leaves to ensure you don't lose them. PDD have no cash value.

For more information: read Articles 11 and 13 of your contract.

CHANNEL 1000 LIVE

Join Local 1000 President Yvonne Walker online, when Channel 1000 broadcasts live from San Diego on Thurs. Feb. 10. The broadcast will begin at 6:30 p.m.

Pres. Walker is answering your questions in a town hall format on how the state budget is impacting departments like CDCR, DMV, EDD and SCIF.

Submit your questions and comments in advance at facebook.com/seiu1000, or e-mail us at channel1000@seiu1000.org

To watch, tune in at seiu1000.org/channel-1000

Channel 1000
LIVE from San
Diego

Thursday

Feb. 10
6:30 p.m.

LEGAL UPDATE

Legal Update

Lawsuits continue on many fronts

Local 1000's legal team has filed a number of lawsuits on behalf members statewide on issues ranging from holiday pay, overtime and minimum wage, along with eight separate cases regarding furloughs.

After a Supreme Court victory that ruled Gov. Schwarzenegger's unilateral implementation of furloughs illegal, a number of cases remain.

For a newly-updated progress report on the key cases currently in litigation by Local 1000, visit seiu1000.org/2011/01/current-litigation.php