

JUNE 6  
2012

# UNION UPDATE

LOCAL 1000  
  
Stronger Together



## Bargaining team prepares for compensation negotiations

### Local 1000 to offer Brown cost-saving alternatives

As you've heard, the state budget deficit is now pegged at \$16 billion or more for the 2012-2013 fiscal year.

Gov. Brown's proposals to balance the budget include significant cuts to healthcare, the court system and other essential services. He's also proposed a \$839 million reduction in all state worker pay. The governor proposes to achieve that savings by shortening the work week from five to four days and cutting the work week to 38 hours of pay per week. That reduction in hours equals a 5 percent pay cut.

On May 22, Local 1000's member-elected bargaining team, including leaders of each of our nine bargaining units, agreed to accept Gov. Brown's request to negotiate.

Our first meeting with the governor's representatives from the Department of Personnel Administration is scheduled for June 9.

#### Other options besides wage cuts

In the meantime, we are telling the governor and the Legislature to look at all other options before hitting state employees with another wage cut.

For instance, the state should consider the California Tax Reform Association's proposal, which calls on our elected leaders to close \$6 billion in corporate tax exemptions before cutting services.

We also believe the governor should push other cost-saving measures first, and apply those savings to reduce the amount he is proposing to cut from employee compensation.

We have received many suggestions so far from members who took the time to go to [seiu1000.org](http://seiu1000.org)

Our bargaining team is meeting from June 6-8 to review your input and to create a negotiation strategy that will include cost-saving solutions while they work to protect our members' jobs and income.

As bargaining progresses, check [seiu1000.org](http://seiu1000.org) for the latest updates. Also at the website you can sign up to receive emails with the latest in bargaining news.

#### California Department of Corrections & Rehabilitation

## You don't need to face your boss alone

### Union win guarantees stewards & reps access to disciplinary meetings

As a result of an unfair labor practice charge pursued by Local 1000 stewards at a prison in Tracy, the California Department of Corrections & Rehabilitation (CDCR) has agreed to retrain managers and supervisors in the prison's case records unit.

Under the settlement agreement, the retraining will focus on guaranteeing the right of Local 1000 members to have a steward or union representative in any meeting that could lead to disciplinary action.

The settlement came just as three stewards from the Deuel Vocational Institution (DVI) were preparing

to present the case to the Public Employment Relations Board (PERB) in Sacramento.

"This victory really empowers our stewards, especially those who work in prisons," said Margie Campos, a DVI employee who is the chief steward in District Labor Council 770. "The prisons have a long history of problems with recognizing the rights of our members. This settlement is a big step forward for us."

The settlement resolves a 2011 case in which DVI employee Brandon Page was called into a meeting by a supervisor to discuss possible discipline. Page asked three times for a union representative and was denied each time—in violation of state and federal laws as well as our union contract.

Retirement Security for All

# Private sector workers need retirement help

## Bill to set up CalPERS-like plan for private employees



By Yvonne R. Walker  
President, SEIU Local 1000

Valarie Martin is in a bind – she can't save for retirement because she is self-employed and can't find a full-time job with a retirement program.

**"I'm looking at working until I die,"** said Martin, 59, a longtime teacher who now tutors children in Sacramento. "I'm barely making ends meet right now on less than \$1,000 a month so saving for retirement is pretty much out of the question."

A single mother who now lives with her grown children, Martin formerly worked as a teacher in Richmond and in Amador County. The UC Berkeley graduate hopes to find a full-time job that would allow her to save a little for retirement.

"I know I should be thinking about my retirement, but getting back on my feet right now comes first," Martin said. "I used to be pretty good at saving, but that's easier when you have a decent full-time job."

Almost daily, we hear stories of the crisis stemming from the breakdown of the three-legged stool of retirement: traditional pensions, Social Security and individual savings. For the majority of Americans, one leg of the stool is already gone – a traditional pension. Its replacement, the 401(k), may tip the stool – and millions of retirees – into poverty.

### 401(k) plans decimated

Between September 2007 and December 2008, IRAs and 401(k) plans lost a combined \$2.8 trillion, or 47 percent of their value. Retirement experts find that 401(k) plans are burdened by high operating costs and low investment returns. Defined contribution plans alone simply do not provide retirees with guaranteed retirement income. As an article in U.S. News and World Report earlier this year noted, a survey of 401(k) managers revealed that even they concede that workers can't afford to retire on the proceeds from a 401(k) plan.

If employees don't make the right contributions into the right investment mix at the right time, they are

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—Yvonne R. Walker  
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at high risk for future poverty. In their spare time, average working families are expected to plan and manage retirement savings – taking on the complex work of professional money managers.

We need to explore new innovative retirement models that provide guaranteed retirement income for all workers if we are going to be a country where, once again, working people can reasonably expect to be able to retire.

### SB 1234: a good start

This year, state Sen. Kevin De León and Senate President Pro Tem Darrell Steinberg introduced SB 1234, which would allow private-sector workers to enroll in a modest, state-operated retirement program similar to CalPERS.

SB 1234, which passed the state Senate by a vote of 23 to 13 on May 30, is a step in the right direction. Traditional pensions, like CalPERS, work because professional managers use the average life expectancy of their participants for their investment time horizon.

We should look at what has worked well with traditional pensions to help more Americans avoid a retirement of poverty. After all, shouldn't retirement stories come with happy endings?

If people work hard their entire lives, they should be able to count on some stability so that they can retire with dignity and have a secure retirement. People like Valarie Martin, who raised four kids and put herself through college, should not have to work until they die.

For more information on AB 1234 and the fight for retirement security go to [seiu1000.org](http://seiu1000.org)  
If you want to help all workers obtain a secure retirement, contact Ann Skaggs at [askaggs@seiu1000.org](mailto:askaggs@seiu1000.org)

### 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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