



# Members fighting for responsible budget solutions

## Dramatic cuts in state services are inevitable without tax extensions

With the threat of an all-cuts budget lingering, Local 1000 members have joined an SEIU-led coalition of California unions on a unique budget campaign with a powerful strategy. There may not be an election with a ballot measure or candidate who members are fighting for, but the goal is simple—build enough constituent pressure to win a two-thirds vote in the legislature to extend existing taxes.

Without the extensions, Californians will see an additional \$15 billion in cuts to their state and local services.

Local 1000 member, Cindy Doyel, has been on the front line of the campaign. “California simply can’t afford anymore cuts,” she said. “We need legislators that are more concerned about voters than they are about their own paychecks, and that’s why I’m walking door-to-door to persuade voters to pressure their legislators.”



**Cindy Doyel**  
Staff Information Systems Analyst, Office of Technology Services, Rancho Cordova

### Members are stepping up

A coalition of SEIU Locals and other California unions are blanketing Republican districts to inform voters about the impact that a cuts-only budget would have on their communities. Members are urging voters to call their legislators and encourage them to vote for a balance between cuts and an extension of existing taxes.

Through phone banks and precinct walking, members have reached out to nearly 150,000 Californians with a very clear message – join our Fight for a Fair Economy.

“Those people we call may have children in college or parents that are getting older, and they want to

make sure they have opportunities or proper care,” said Local 1000 member Jim Holverstott. “It’s important for members to get involved because we *can* influence our legislators to make the right decisions.”

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— Jim Holverstott  
Staff Programmer Analyst  
CHP, Sacramento



### Budget deadline approaches

The constitutional deadline for a budget solution is June 15, and a Republican minority is blocking a solution. Gov. Jerry Brown continues to push for a special election to extend taxes.

“Gov. Brown is trying to give us the opportunity to vote on what kind of California we want,” says Local 1000 president Yvonne Walker. “Denying the voters a responsible budget is intolerable.”

### You can help:

Call your legislator through the Stand Up for California hotline at **866.864.8567** and let them know how important a responsible budget is to you.

- Phone bank Monday thru Thursday
- Precinct walk with fellow Californians on Saturdays

Schedules available at [seiu1000.org](http://seiu1000.org) or by calling the Member Resource Center at **866.471.SEIU** (7348)

## Resource Center

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

## Website

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

## Connect with Local 1000

### Facebook

[facebook.com/seiu1000](http://facebook.com/seiu1000)

### YouTube

[youtube.com/seiu1000](http://youtube.com/seiu1000)

### Twitter

[twitter.com/seiu1000](http://twitter.com/seiu1000)



# Focus on the Facts

## Pension attacks

As state employee pensions come under increasing attack in California while legislators struggle to solve the state's budget crisis, it's important to know what's being said and how it can affect your retirement security.

The latest edition of Channel 1000's Focus on the Facts—now available online—addresses charges that pension plans are too expensive, lavish in size, and an outrage to taxpayers. The presentation, developed by Local 1000's research department, debunks myths about our retirement and provides members with a solid understanding of the issue and what's being done to protect our retirement.

## What you need to know

Tens of thousands of Local 1000 members are watching this new program, getting an in-depth examination of issues impacting our jobs and our families.

Focus on the Facts recently touched on the topic of proper use of Personal Leave Program (PLP) and Professional Development Days (PDD)—two key provisions of our new contract, which was ratified in November 2010. Vice president-elect Margarita Maldonado, the Unit 1 bargaining chair, presented key points in the use of PLP and PDD—a program watched more than 12,000 times.

Other topics include details about Gov. Jerry Brown's May Revise, the reorganization of the State Compensation Insurance Fund and its impact on members, and an update from Local 1000's Legal and Contract departments.

## Watch Focus on the Facts

- Visit [seiu1000.org](http://seiu1000.org)
- Click on "Channel 1000"
- Click "Focus on the Facts"



# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

## What to do when your supervisor asks for a meeting

When your supervisor calls you into a meeting—with or without prior notice—proper action can lead to more positive outcomes. Articles 2.6 and 2.7 of your union contract grant stewards and employees reasonable time off for meetings and to confer on representational issues in the workplace.

### If you are called into a meeting:

- Ask what the meeting is about and if there is anything you can do to prepare.
- Always ask for representation. "If this discussion/meeting could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my Union Representative be present at this time." If you do not have representation at the meeting, contact your steward or a Local 1000 staff person immediately after the meeting.
- Do not refuse to attend the meeting, and do not leave the meeting until it is over.
- Take notes.
- Answer questions honestly, and if appropriate to the question, with a "yes", "no", "I do not know", "I do not recall" or "I'll have to check on that and get back to you." If you feel uncomfortable about some of the questions, you can ask that you be allowed to write them down and answer after you have had a chance to confer with the Union.
- If the meeting is recorded, ask for copies of the tape to be provided within 24 hours.
- You have the right to request to record the meeting with your own recording device. Should management refuse to allow you representation, you should request to record management's denial of your right to representation. You may not record the meeting secretly, and if management refuses to allow you to record and directs the meeting to proceed, you must continue the meeting.
- If the meeting is investigatory in nature, ask for a date when they expect to complete the investigation.
- Ask for time off pursuant to Article 2.7 for all future meetings with Local 1000 stewards and/or staff.

### How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you and management to determine the best course of action, up to and including filing a grievance. For more information regarding Article 2—Employee Time Off For Representation, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)