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UNION UPDATE



New contract extends member power

Labor Management Committees to examine outsourcing, job classifications, compensation and working conditions

Local 1000's bargaining team negotiated for a dozen new or continuing Joint Labor Management Committees that will allow members to continue working on important issues between rounds of bargaining.

"These powerful, member-driven tools will help us address challenges in job classifications, compensation, working conditions, and recruitment and retention," said Margarita Maldonado, Local 1000 vice president for bargaining. "Our work to improve issues on a unit-by-unit basis is just beginning."

Our contract includes committees empowering all bargaining units.

Here are a few highlights:

ALL EMPLOYEES: The **Budget Solutions Task Force** established by the June 2012 Side Letter was extended through the life of the new contract. The task force works to achieve real savings by reviewing and analyzing private vendor contracts and reducing the use of outsourced work that can be done more efficiently and at less expense by state employees.

BARGAINING UNIT 1 negotiated a new **Recruitment and Retention Committee** that will review ten classifications or series, per year, to determine if compensation and benefits are adequate and recommend equity adjustments.

BARGAINING UNIT 3 established a new **Classification and Compensation Committee** to address compensation, classification, credentialing, and other issues related to the recruitment and retention of highly skilled education professionals in all departments in which Unit 3 operates.

BARGAINING UNIT 11 strengthened its **Joint Labor Management Committee**, expanding the JLMC to all departments in which Unit 11 operates. Any concerns may be brought up in this committee including: health and safety; classification, duties, and jurisdiction; and, architectural and engineering concerns.

BARGAINING UNIT 14 established a **JLMC-Office of State Publishing (OSP)** to look at the future of the printing trades at OSP.

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—Margarita Maldonado
Local 1000 Vice President
for Bargaining



BARGAINING UNIT 15 created two new committees: The **Subcommittee of the Custodian Joint Labor Management Committee** empowers an existing JLMC to analyze classification and workload issues for the Department of General Services (DGS) Custodians. The **Correctional Supervising Cook (CSC) Task Force** will address hiring, retention, workload, and other workplace issues for the CSCs in the California Department of Corrections and Rehabilitation (CDCR).

BARGAINING UNIT 17 expanded its **Nursing and Upward Mobility JLMC** - specifically for Registered Nurses (RNs) - to address issues related to supervision, upward mobility, mentoring, and nursing practices. A new **Nursing Recruitment and Retention Committee** will review up to six classifications per year. The R&R Committee will determine if compensation and benefits are adequate, and recommend equity adjustments.

BARGAINING UNIT 21 added a **Professional Development Committee** to focus on the negative culture and work environment created by management. A new California Department of Education (CDE) **Classification Review** will provide the groundwork for a broader look at equity and comparable pay issues for Unit 21 in CDE.

OUT-OF-STATE EMPLOYEES A new work group will explore ways to reduce out-of-pocket medical costs for state employees who work outside California.

Committee membership and agendas have not yet been set.

To get involved and make a difference, contact your District Bargaining Unit Representative, Classification Bargaining Unit Representative, or call the Local 1000 Member Resource Center at **866.471.SEIU** (7348).

Member Resource Center provides answers, education & assistance

Local 1000 members are getting quick answers to a range of questions at our Member Resource Center (MRC) – a toll-free phone service available weekdays from 7 a.m. to 7 p.m. Whether you're looking for information about the next worksite meeting, who your Local 1000 steward is, or seeking understanding about an article of our contract, the MRC is ready to help.

questions or issues resolved in just one call. Service levels are high – with wait times averaging less than 30 seconds.

“We are the first point of contact for many of the state employees we represent,” said Jim Holverstott, a member leader who works at the MRC. “Most of what we do is contract education—helping callers understand how the contract applies to a specific issue they’re dealing with at the workplace.”

The Member Resource Center handles more than 7,000 calls monthly, with more than half of the



Questions? Call the Member Resource Center
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CalPERS to Host Retirement Planning Fairs

Take advantage of this opportunity to plan

The California Public Employees’ Retirement System (CalPERS) is hosting retirement planning fairs this summer to help members plan for a more financially secure future. The fairs will happen in Sacramento on August 23 and 24 and in Long Beach on September 13 and 14.

Visitors to the exhibit hall can learn about services available through CalPERS Regional Offices, CalPERS health benefits, long-term care insurance and savings for retirement or college. For the first time this year, CalPERS will extend the reach of the fairs by webcasting four of the breakout sessions live from Sacramento on August 23: *Benefit Basics*, *CalPERS Health Benefits*, *The Service Credit Factor* and *Savings Plus - Putting Your Deferred Compensation to Work for You*. The sessions will also be recorded and made available for later viewing.

Member discounts = summer fun!

As a member of the largest union of California state workers, you enjoy benefits beyond our work to negotiate and enforce our contract and protect our wages, benefits and working conditions.

The combined purchasing power of 95,000 employees entitles you to significant discounts on a range of admissions, goods and services that easily add up to more than double your monthly dues, including:

- Discounted admission to theme parks like Disneyland and Six Flags
- Affordable rates on hotel lodging, cruises and airfare
- Reduced-priced tickets to museums
- Value-priced movie and event tickets

Other available discounts include:

- Members-only rates for financial and legal services
- Group pricing on insurance including life, home and auto
- Special discounts on computers, cell phones and gift certificates

For more information, read the entire press release here seiu1000.me/18lxGIT

Start enjoying savings now! For more information visit seiu1000.me/12GRCTY

UNION INFORMATION

Resource Center

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 7 a.m. to 7 p.m.
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