

AUG 7  
2013

# UNION UPDATE

LOCAL 1000  
  
Stronger Together

# Members enjoy pay raise & end of furloughs

## ‘Standing army’ made the difference at the bargaining table

Last week Local 1000 members enjoyed their first full paycheck in a long time—a check that has no unpaid time due to furloughs or Personal Leave Programs (PLP).

At the same time, more than half of Local 1000-represented workers—those who are at the top step of their classification—received a 3 percent step increase in last week’s paycheck.

Our new contract guarantees no new furloughs or PLP days through June 2016; the 3 per cent step increase was negotiated in our last contract and became effective July 1. The new contract also includes a 4.5 percent raise by June 2015.

“We could not have achieved these gains without the strength of our membership standing together,” said Yvonne R. Walker, Local 1000 president. “After some difficult years, we are finally moving forward because our standing army of members went ‘all in.’”



***“I got involved in my union because it’s the only way we can stop the state from walking all over us.”***

— **Patrice Wilson**  
Department of Public Health



***“No one is going to stand up for the middle class except us. The most effective way to fight for a fair economy is through a union.”***

— **Theresa Taylor**  
Franchise Tax Board

### Organizing against furloughs

Patrice Wilson, a steward at the Department of Public Health and single mother of three, got involved. “In six and a half years with the state, I’ve spent almost the entire time on furloughs,” she said. “I got involved in my union because it’s the only way we can stop the state from walking all over us.”

For Theresa Taylor, a Franchise Tax Board employee, the furloughs created a hardship that she’s still working to correct. Shortly after then-Gov. Schwarzenegger imposed three furlough days in 2010, her husband went out on disability, leading to the short sale of their home this year.

Instead of backing down, Taylor just fought harder. She challenged the banks both directly and in larger protests. She walked precincts in 2010 and 2012. She worked with the Occupy campaign in 2011 and was active in our most recent contract campaign.

“My own experience with furloughs and banks has made me believe even more in the work that we do as a union,” said Taylor, as she packed her belongings last week. “No one is going to stand up for the middle class except us. The most effective way to fight for a fair economy is through a union.”

## NEW CONTRACT:

# Seasonal employees gain pay raise, new guarantees

## Vulnerable workers gain strength, benefits through organizing

**Local 1000's new contract includes a 50-cent hourly increase for seasonal employees, one of the most vulnerable groups of state workers.**

"We have been working long and hard to increase protections and benefits for seasonal employees because, as temporary workers, they can be subject to the whims of bad bosses," said Sophia Perkins, chair of Bargaining Unit 4. "By becoming more active in our

union, seasonal employees have more power."

Local 1000 represents approximately 3,000 people working in seasonal clerk classifications. The work can range from agricultural inspections to the processing of tax returns. For many of these employees, seasonal employment is a way to get a foot in the door with the state—until they can test into a full-time job.

In addition, our new contract guarantees seasonal clerks a minimum of four hours pay if they show up to work on a scheduled day.

*"By becoming more active in our union, seasonal employees have more power."*

—Sophia Perkins  
Chair, Bargaining Unit 4

"Before the new contract, seasonal employees who were scheduled to work could be sent home without compensation," Perkins said. "Now they are guaranteed four hours of pay whether they work or not."

Under our new contract, they will receive a 50-cent hourly increase on July 1, 2014, if certain state revenue targets are met. If the targets are not met, these workers will receive the pay raise on July 1, 2015.

## 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

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# CalPERS offers equal benefits to same-sex married couples

## Changes follow Supreme Court ruling

CalPERS is offering a special one-time immediate enrollment period for same-sex spousal health coverage following last month's changes to federal law by the U.S. Supreme Court.

The enrollment period is effective immediately, continues through December 31, 2013, and provides faster access to health coverage than the annual open enrollment—in which coverage would begin January 1, 2014.

### Years fighting for equal benefits

The changes are the latest steps forward in the long struggle to give same-sex couples equal rights in California.

"We really applaud CalPERS for taking swift action to implement the new changes," said Inga Olson, chair of Local 1000's Lavender Committee and an employee at the Department of General Services. "For years we have fought for equal benefits for our

selfes and our families. This change will help a lot of families gain coverage."

### Faster access to health coverage

The special enrollment period is designed to assist state employees and other CalPERS participants who were affected by the June 26 U.S. Supreme Court decision on the Defense of Marriage Act (DOMA).

CalPERS previously allowed same-sex spouses to enroll eligible dependents for health care, but some couples may have chosen not to participate because of provisions of DOMA. Employees and retirees who were issued same-sex marriage licenses in California and other states prior to June 26 but opted not to enroll eligible dependents in a health plan can participate in this enrollment period.

All newly married members may add a spouse and eligible dependents to their health plan coverage within 60 days of their marriage date.