

AUGUST 24, 2011

# UNION UPDATE



# Final push for EDD and outsourcing bills

## Legislators return to the Capitol for the year's final session

Local 1000-sponsored bills are member political activists' top priority as the California legislature returns to the Capitol for its final session of the year.

Two of the bills seek to rein in costly outsourcing of state services – work that can be performed more effectively and at lower cost by state employees. The third bill would place Unemployment Insurance representatives in Employment Development Department “One Stop” offices to provide much-needed support to out-of-work Californians.

“Once again, politics matters to our members,” said Yvonne R. Walker, Local 1000 president. “We’re combining the resources of our legislative and political departments with the power of our membership to push legislation that improves the efficiency of state government and the services we provide.”

### Outsourcing fight continues

At press time, AB 172 (Eng) was headed for a Senate vote. This bill would increase transparency in the state’s use of private vendor contracts by placing all contracts and outsourcing audits in a searchable, online database accessible to all.

Local 1000 is also working to move AB 740 (Blumenfeld) out of the Senate Appropriations Committee and to the floor for a vote. This bill would require state agencies to immediately discontinue a private vendor contract that is found illegal by the State Personnel Board (SPB) and prohibit that agency from entering into another contract for the same or similar services.

### EDD “One Stop” bill

AB 391 (Pan) would place trained Unemployment Insurance representatives in EDD “One Stop” offices. Currently, the only way for unemployment recipients to get their questions answered is by telephone; wait times are long and frustrated citizens often visit the “One Stop” offices for help, where they are often sent



Margarita Maldonado, V.P. of Bargaining testifying at the state capitol

to the lobby to make yet another call. This bill is also currently in the Senate Appropriations Committee.

This legislative session is scheduled to run through September 9. For updates on our progress moving these bills, visit to [seiu1000.org](http://seiu1000.org)

## How you can help Contact your senator

Here’s how you can help pass three important Local 1000-sponsored bills. Go to [seiu1000.seiu.org/fall2011bills](http://seiu1000.seiu.org/fall2011bills) and click on *political action*.

There you can send a letter urging your state senator to vote for each of these three crucial pieces of legislation. All three are before the state Senate at press time.

1. **AB 172** – make all private vendor contract information publicly accessible.
2. **AB 740** – immediately end private contracts ruled illegal by the State Personnel Board
3. **AB 391** – place trained Unemployment Insurance representatives in all state “One-stop” job centers.

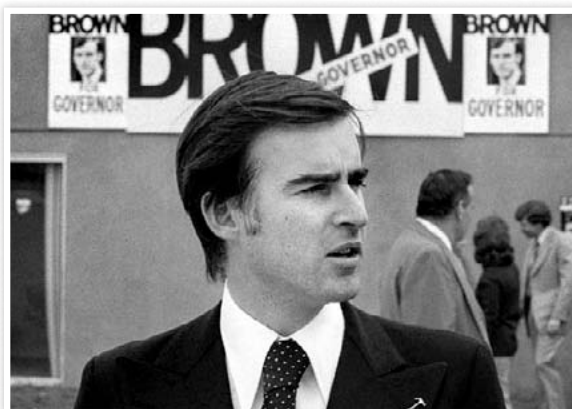
## LABOR HISTORY

# Collective bargaining and the Dills Act

## The legislation that empowered state employees

The rights, privileges and guarantees we enjoy as state workers today were made possible when the legislature passed the Ralph C. Dills Act – a law allowing public sector employees in California to collectively bargain the terms of their employment.

That landmark legislation – signed into law in 1977 by then-governor Jerry Brown – granted state employees the right to belong to organizations that would serve as their exclusive representative in contractual negotiations over wages, hours and other conditions in the workplace.



Governor Jerry Brown signed the Dills Act into law during his first administration

Many of the benefits we enjoy today – including vacations and holidays, pensions and medical benefits – came only after countless hours of bargaining between the state and its employees. One notable and often-overlooked provision of the Dills Act: that those hard-earned rights and privileges are guaranteed to us, and cannot be taken away or modified unless bargaining over those issues takes place.

The Dills Act was modeled on the National Labor Relations Act, passed by Congress in 1935, that governs the means by which private sector employees can engage in collective bargaining and participate in their union in support of bargaining.

### Public Employment Relations Board (PERB)

Created as a result of the Dills Act becoming law, PERB is the quasi-judicial agency which oversees public sector collective bargaining in California. It administers seven different collective bargaining statutes and ensures their consistent implementation and adjudicates disputes between the public agencies and their employees. PERB rules on a range of issues that affect employees at the statewide or departmental level, as well as unfair labor practices brought forth by their union.

### Resource Center

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

### Website

seiu1000.org

### Connect with Local 1000

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## Know your Contract



Our new contract, negotiated and ratified by Local 1000 members, is a 479-page document that governs our rights and benefits as state workers. It is a testament to the power granted to us—by the Dills Act—to work together to improve and protect our jobs.

It not only regulates our wages, benefits, pensions and workplace conditions, it sets down guidelines that enable Local 1000 to enforce the terms of the contract through the grievance process.

So many of the working conditions we enjoy today—many of which we often take for granted—came through the collective bargaining efforts of state workers over the past 34 years.

- Salary schedules
- Holidays and holiday pay
- Employer contributions to our pensions
- Employer contributions to our healthcare
- Leaves of absence
- Seniority rights
- Mitigation of potential layoffs
- Professional Development Days