

Realignment deal signed

Unprecedented agreement protects seniority, workers' voice in preferences

Local 1000 negotiators have reached a comprehensive 46-point agreement that will significantly lessen the impact felt by members affected by the legislatively mandated Realignment in the Department of Corrections and Rehabilitation (CDCR).

"Our members will have many more opportunities and protections than they would have under any previous layoff process," said Margarita Maldonado, Local 1000 vice president for bargaining.

The finalized agreement with the state focuses on three key concepts:

- Allowing employees to bid on vacant positions throughout the state and honoring the principle of seniority.
- Providing an understandable and transparent process that will remain consistent through the upcoming period of CDCR Realignment.
- Providing employees with the opportunity to make employment decisions sooner.

Major provisions of the new agreement include:

- All vacancies will be opened to voluntary transfers and will be filled by classification based on statewide seniority.
- Any position currently filled by a retired annuitant will be deemed a vacancy for purposes of transfer, layoff or re-employment placement.
- Any member choosing voluntary transfer will be eligible for enhanced per diem.
- After the voluntary transfer process, the remaining vacancies and overages will be recalculated and those with the lowest seniority, within a county, will be subject to the SROA/layoff/involuntary transfer process.
- Employees will be given maximum discretion to utilize outstanding furlough, PLP and PDD time; any furlough and PLP time denied will extend an employee's paid time on the books after separation from the state.



The Local 1000 CDCR bargaining team—comprised of members and staff—negotiated with DPA throughout the month of September.

- No impacted employee will be required to serve a new probationary period due to voluntary or involuntary transfer or redirection or demotion due to realignment.
- All impacted employees who do not transfer, but receive an SROA notice, will receive reasonable state release time to apply for open positions, to attend state-sponsored job fairs and interviews, and to apply for open positions in other state agencies.
- The state will provide meeting space and paid time off for employees to attend informational meetings with Local 1000 and/or to access state resources on the Realignment, transfer and layoff processes.

COMING SOON

Sharing relevant info as it becomes available

CDCR Realignment Rights Summary—

A summary of the agreement will be printed and distributed to members; a digital copy will be posted online at seiu1000.org

CDCR Employee Meetings—

Local 1000 will host a series of worksite meetings and regional town halls where members can learn first-hand about their rights during Realignment. A meeting schedule will be available at seiu1000.org

Focus on the Facts Video—

Channel 1000 will present a detailed look at Realignment rights, watch it online at seiu1000.org/channel-1000

PRESIDENT'S TOWN HALL MEETING

Working families need to fight for a fair economy

The proposed eviction of a Local 1000 member who fell behind in her mortgage payments is a symptom of larger problems in this country, Local 1000 President Yvonne R. Walker said in a town hall appearance last week.



“Every day working families in America need to stand up and say ‘Enough is enough!’ and confront the banks, wealthy corporations and elected officials over policies that lead to hard-working Americans, like Rose Gudiel, being forced out of their homes,” Walker said on Channel 1000 Live webcast Oct. 3.

“Every day working families in America need to stand up and say ‘Enough is enough!’”

—Yvonne R. Walker,
Local 1000 president

Walker discussed Gudiel’s ordeal at the town hall in the context of the larger struggle of middle class working families in an economy that increasingly favors the wealthy few over the working many. Other topics Walker addressed included realignment of correctional services, Columbus Day litigation, the Personal Leave Program, outsourcing bills, pensions and proposed initiatives for the 2012 ballot.

A call to action

Local 1000 members and other community supporters are holding a 24-hour a day vigil around the home of Gudiel, an Employment Development Department employee, to prevent the sheriff from evicting her as she tries to negotiate a deal with the banks.

To see the entire town hall meeting, go to seiu1000.org/2011/10/live-town-hall.php and to sign a petition in support of Gudiel, go to seiu1000.org/2011/09/sign-the-petition-i-stand-with-rose-mary.php

Resource Center

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

Website

seiu1000.org

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Standing up for homeless vets

Local 1000 members have once again supported those who are less fortunate, this time helping homeless veterans to get back on their feet.

Led by Claudia Gambaro, a longtime steward and a Unit 1 bargaining team member, state workers collected dozens of boxes of goods for homeless veterans.

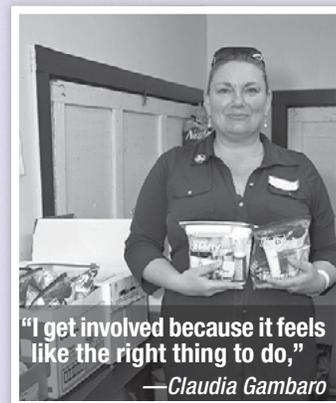
Gambaro spearheaded the effort – part of last month’s Placer County Stand Down event at the Roseville Fairgrounds – and delivered the items Sept. 27.

“I’ve been doing this for 10 years now and I’ve never collected this many donations,” said Gambaro. “It’s incredible to see so many of

my fellow state workers stepping up, even those who are in tough times themselves, to help those who have served our country.”

Stand Down events for homeless veterans are held all over the nation. Military veterans who are in need can come to enjoy a meal, receive haircuts and some proper living essentials. Several studies have shown that the number of homeless veterans has increased in recent years because some soldiers who have served in combat in Iraq or Afghanistan have had trouble adjusting to civilian life.

“It’s so important for all of us to remember that there are less fortunate people out there who need our help,” Gambaro said.



For more information on how you can get involved in future Stand Down events, contact Claudia Gambaro at claudiaseiu1000@hotmail.com or visit the Volunteers in Action page at seiu1000.org