

# Tentative agreement signed; ratification begins

New deal ends furloughs and threat of minimum wage, provides state with \$500 million in annual savings

10/07/10

## A letter from the Local 1000 Bargaining Team

Throughout four months of intense negotiations, we pledged to be part of the solution to the state's ongoing budget crisis, but not at any cost—we set a goal that any new contract must provide stability and certainty for our members. We met this goal and have fulfilled our pledge with this tentative agreement.

Negotiating a fair contract in the midst of the worst economic crisis in eight decades was daunting—an unprecedented journey with obstacles and attacks on our members and our union that nobody could have anticipated. At one point, the state was demanding more than \$1 billion in take-aways and no wage increase. After spending literally hundreds of hours battling the Schwarzenegger Administration, we reached a tentative agreement that cuts those concessions in half.

Here is a summary of the key provisions of the tentative agreement. A full summary of the agreement will be mailed to all Local 1000-represented employees as part of the ratification process. (See page 2 for an explanation of the ratification process).

- We won a 3 percent wage increase that will be added to the top of each pay range; this is up from the state's no raise proposal; annual step increases are maintained for all employees below the top step.
- We reduced the governor's demand for a 5 percent increase in employee pension contributions to a 3 percent increase.
- We won a guarantee of no additional furloughs during the first year of the contract and, because of the Supreme Court's recent decision, no furloughs in the second and third years unless the Legislature authorizes them in budget legislation.
- We won a continuous appropriation guarantee which protects our members from minimum wage in case of budget delays.
- Our members will receive 12 personal leave days in exchange for a one-time, 12-month, 4.62 percent decrease in pay.
- Our members will receive two professional development days.
- We renewed more than 95 percent of the guarantees from our last contract.

When our members ratify this tentative agreement, our new contract will provide us with security and certainty, preserve the contract protections and benefits we have fought so hard to secure, and allow us to continue providing California with vital public services.

In Unity,

**Yvonne Walker, Local 1000 President**

**Margarita Maldonado**  
Chair: Bargaining Unit 1

**John Kern**  
Chair: Bargaining Unit 3

**Francisca Pass**  
Chair: Bargaining Unit 4

**Brad Willis**  
Chair: Bargaining Unit 11

**Laverne Archie**  
Chair: Bargaining Unit 14

**Robyn Sherles**  
Chair: Bargaining Unit 15

**Nancy Lyerla**  
Chair: Bargaining Unit 17

**Rionna Jones**  
Chair: Bargaining Unit 20

**Terry Lawhead**  
Chair: Bargaining Unit 21

OCTOBER 13, 2010

UNION UPDATE

# How contract ratification works

## Bargaining (June – October)

59 elected members of the Bargaining Unit Negotiating Committee and Local 1000 professional staff bargain with the state for four months; a tentative agreement is signed October 7.



## Approval of the tentative agreement (October 8 – 12)

### Bargaining Advisory Council Vote Oct. 12

400+ elected members of the Statewide Bargaining Advisory Council meet in Sacramento on Oct. 12 to approve the tentative agreement and send it to Local 1000 members, who vote for approval.

### Legislative Approval Oct. 8

The California Legislature approves the tentative agreement as part of the 2010-2011 budget bill; it becomes law once Local 1000 members ratify the contract.



## Members Vote (October 18 – November 8)

### Vote By Mail

A summary of the tentative agreement is mailed to all Local 1000-represented employees who may vote using the enclosed ballot and reply envelope.

### Vote at a Worksite Meeting

Learn more about the tentative agreement and cast your vote in person at any of the 220+ meetings scheduled throughout the state between Oct. 18 and Nov. 8.

### Resource Center

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

### Website

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

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## For more information:

Local 1000 Member Resource Center  
**866-471-SEIU (7348)**

Online at:  
**[seiu1000.org](http://seiu1000.org)**