

# Tentative Agreement FAQs

Our new contract contains security and certainty for all members and protects more than 95 percent of the hard-won benefits and employee rights from our expired contract. We need to look at more than the “highlights”—each person needs to look at the whole contract and how it impacts their security.

## How will this new contract affect our pay?

- The nearly 15 percent pay reduction most of us experienced from furloughs will be cut in half on Nov. 1; here's how:
- Three day per month furloughs end, on November 1, for Local 1000-represented employees.\*
- Beginning Nov. 1, our pay will be reduced by 4.62 percent for 12 months (in exchange for 12 days of personal leave) and our pension contribution will increase by 3 percent.\*\*
- Following ratification, everyone who was forced to take furloughs will see more than 7 percent of their pay restored.
- Twelve months after ratification, our pay will increase by 4.62 percent, because the Personal Leave Program (PLP) will end.
- Everyone who is not on the top step of their salary range will continue to receive their annual merit salary adjustment.
- We also won a 3 percent salary increase for everyone who has been on the top step for 12 months; this increase begins July 1, 2013.

\* *The Legislature has authorized the governor to keep furloughs going for all employees without a new contract, regardless of their department's funding source; he has already issued a three day per month furlough order, through June 30, 2011, for all Unit 9 employees – the Professional Engineers in California Government.*

\*\* *Other unions agreed to increase their pension contributions by either 4 percent or 5 percent.*



**Your ballot and this summary of the Tentative Agreement will arrive at your home by mail.**

## How does the contract guarantee we won't be reduced to minimum wage?

This protection is written into our contract and it is part of legislation that includes a continuous appropriation, for our salaries, through July 1, 2013; our contract bill has been approved by both houses of the Legislature and the governor has until October 25, 2010 to sign it.

## Are we guaranteed an end to furloughs days after the first 12 months of the contract?

Furloughs can no longer be unilaterally implemented by the governor. After 12 months, we can only be subject to furloughs if the Legislature specifically authorizes them in a budget that is passed by both the Assembly and the Senate, and signed by the governor.

## Will the state pick up increases to our healthcare insurance premiums?

Yes. This agreement maintains the 80/20 formula, where the state picks up 80 percent of the cost of our health insurance premiums, including annual increases. Bargaining Unit 3 employee will be added to the 80/20 formula for the life of the contract.

OCTOBER 20, 2010  
**UNION UPDATE**

# UNION INFORMATION

## 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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### How does the Personal Leave Program (PLP) work?

- We will receive eight hours of PLP per month, for 12 months, upon ratification and have until July 1, 2013 to use our additional leave.
- Our PLP days are to be used before vacation and annual leave and any other leaves, except sick leave, banked furloughs and, for Unit 3 employees, personal necessity leave; this does not preclude the use of any other leaves.
- Like all leaves, we must get approval to take our PLP days; PLP requests can only be denied for "severe operational need;" if your approved PLP is rescinded twice, it cannot be rescinded a third time.

### Will the furlough days we took in August, September and October be counted toward our PLP credits?

No. These furloughs are separate savings that were demanded by the governor and counted toward the budget savings required by the Legislature.

### What happens to banked furlough days once the contract has been ratified?

You still have credit for all banked furlough days and there is no end date for using them; however, they must be used prior to other leaves and, like all leaves, requires the approval of your supervisor.

### Do the furloughs or any other pay reductions impact pensions for future retirees or for anyone retiring in the next 12 months?

No; our pensions are calculated on our base pay, which does not include any of the temporary pay reductions we've suffered during this budget crisis. If you hear of any temporary pay reduction being used in pension calculations, please contact your steward or the Member Resource Center at **866.471.SEIU (7348)**.

### What are Professional Development Days?

- Our bargaining team held out for this benefit because our Columbus Day and Lincoln's Birthday holidays were taken away by the Legislature.
- We will receive two Professional Development Days (PDDs) each fiscal year of the contract; both days must be used during the fiscal year, which is July 1 through June 30.
- You will lose any PDD not used by June 30 of each fiscal year.
- You do not have to use your Professional Development Days in any specific way and your supervisor cannot ask you for documentation of what you do on your PDDs; as with all leaves, you must to submit a request for the PDD leave.

### Have pension formulas been changed?

Current employees will maintain their pension formulas. Miscellaneous and industrial employees hired after ratification will have a pension formula of 2 percent at 60; newly hired safety employees will have a formula of 2 percent at 55.

### What are the consequences of not ratifying this contract?

- This is the best deal that could be negotiated during this economic downturn.
- The Legislature has authorized the governor to keep furloughs going for all employees without a new contract, regardless of their department's funding source. This contract will avoid furloughs.

### Will the 3 percent pay raise stay in place even though it goes into effect on the last day of the contract?

Yes.

### Is the 3 percent increase in our pension contribution retroactive?

No; it begins following ratification.

**You can read complete ratification FAQs online...**

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**[seiu1000.org](http://seiu1000.org)**  
and click →

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