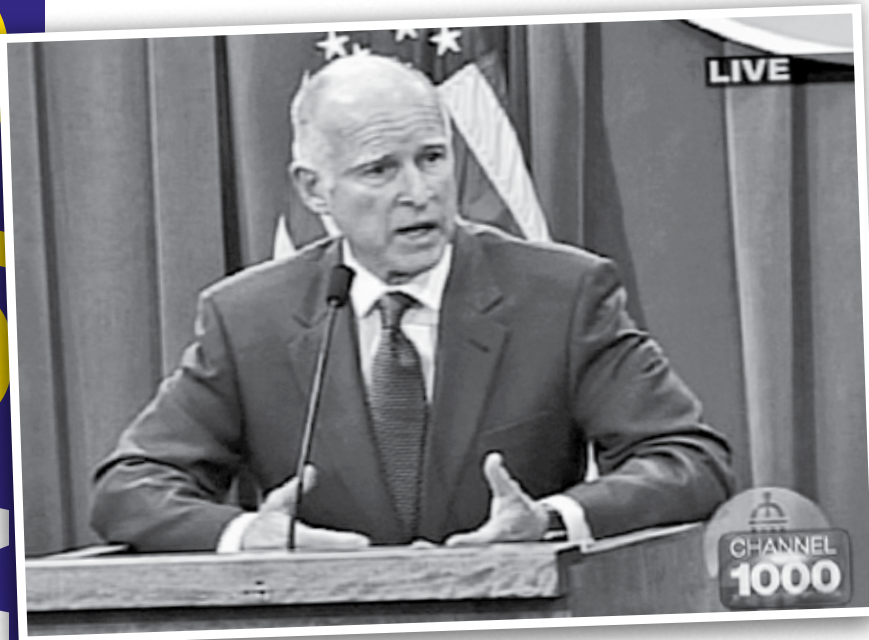


Local 1000 joins 'tough' open budget process



have already met with Local 1000 leaders several times to talk about ways to fix the budget. Brown has proposed a budget that cuts many programs, but he also depends on voter approval of a series of temporary tax increases to keep state programs afloat.

"This is not a perfect budget, but it's the most honest proposal we've seen in a long time," Walker said. "We still have a lot of work to do to mitigate impact on our members, but we're pleased we helped elect a governor who is willing to work with us."

Although closing the state's \$26 billion budget gap will be difficult, Gov. Jerry Brown has sought the assistance of Local 1000 to help find long-term solutions to the ongoing deficit.

"This process will not be easy, but this governor has given us a seat at the table to help find solutions and to protect state services as much as possible," Local 1000 President Yvonne Walker said. "Our contract saved the state \$400 million, and we will continue to propose ways to enhance revenue and increase efficiency."

Local 1000 members worked hard to elect Brown last fall, and the governor and his top advisors

"This process will not be easy, but this governor has given us a seat at the table to help find solutions and to protect state services as much as possible."

—Yvonne Walker
Local 1000
President



JANUARY 19, 2011

UNION UPDATE

LOCAL 1000

SEIU
Stronger Together



Have a question?

Your union is here to help!

call your **Member Resource Center**

866.471.SEIU (7348)

Resource Center

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

Website

seiu1000.org

Connect with Local 1000

Facebook

facebook.com/seiu1000

YouTube

youtube.com/seiu1000

Twitter

twitter.com/seiu1000



Building sale fight continues

Local 1000 works to save jobs at DGS

Local 1000's legal team is joining the lawsuit seeking to halt the sale of state-owned buildings that would add \$5.5 billion to the state's long-term debt. At the same time, preventing the sale will protect hundreds of members from layoff.

Our assertion: that the proposed sale of 11 state building complexes is prohibited by California's constitutional provisions regarding long-term debt financing. Local 1000's legal brief asserts that the Schwarzenegger administration illegally bypassed legislative authority by delegating excessive responsibility for the sale to the Department of General Services. The non-partisan Legislative Analyst's Office estimates that the proposed sale's \$1 billion in short-term savings would be wiped out by more than \$5.5 billion in increased expenses to lease back the same space for employees currently working in the state-owned buildings.

More than 900 Local 1000-represented members in Bargaining Units 1, 4, 14 and 15 have received State Restriction of Appointment (SROA) notices with a layoff date of March 1.

The case now sits at the 6th District Court of Appeal in San Jose. In late December, the California Supreme Court twice refused Gov. Schwarzenegger's attempts to force a quick decision on the pending suit. Last week, Gov. Brown asked the parties to the sale to delay any action for 30 days to allow his new administration to review the proposed transaction.

Know Your Rights

Layoff protections

State employees have numerous contract rights that may protect them from—or lessen—the impact of a layoff notice.

120-, 60-, and 30-day notices

- Each department must notify Local 1000 once a layoff plan is approved and provide the list of surplus/SROA employees. We anticipate this will occur at least 120 days before any layoff.
- Each department is required to send notices of potential layoffs (also called SROA letters) to at least three times the number of employees it anticipates having to layoff; these notices must go out a minimum of 120 days prior to layoffs being effective.
- Each department must notify Local 1000 a minimum of 60 days prior to its intended date of layoffs and must, at minimum, meet and confer with the union over possible alternatives that could reduce or eliminate employee layoffs.
- Employees who are being laid off will receive an actual layoff notice a minimum of 30 days prior to the effective date of the layoff.

Preferential consideration for vacancies

- Employees receiving notices of potential layoff (SROA letters) are given preferential consideration for vacant positions, for which they meet the minimum qualifications, in all state departments; this, however, is not a job guarantee.
- No 30-day layoff notice can be effective until the employee has been in receipt of a notice of potential layoff (SROA letter) for at least 90 days.

'Bumping' rights for laid-off employees

- Employees have primary demotional rights to lower classes in their class of layoff, whether or not they served in the classes. They must, of course, have sufficient seniority to "stick" in one of the classes.
- In addition, employees have personal demotional rights to classes in other series, in which they served, if the layoff department uses the classes in the area of layoff and the employee has sufficient seniority to "stick."
- Any employee who is displaced by a laid off employee shall have the same rights as described above.

If you have received a layoff notice from your department, contact your job steward or the Member Resource Center at **866.471.SEIU** (7348).