

MARCH 30, 2011

# UNION UPDATE



# Brown to answer member questions

## Members and President Walker join governor in statewide telephone town-hall April 5

For the first time a California governor plans a live electronic meeting with his own employees – Local 1000 members.

On April 5, Gov. Jerry Brown will join Local 1000 President Yvonne Walker as they answer questions phoned in live by Local 1000 members from all over California.

“This is your chance to hear directly from the governor about issues that matter to state employees and our families,” Walker said. “The governor has agreed to answer questions directly from our members about the budget, state programs and retirement security.”

### Direct briefing

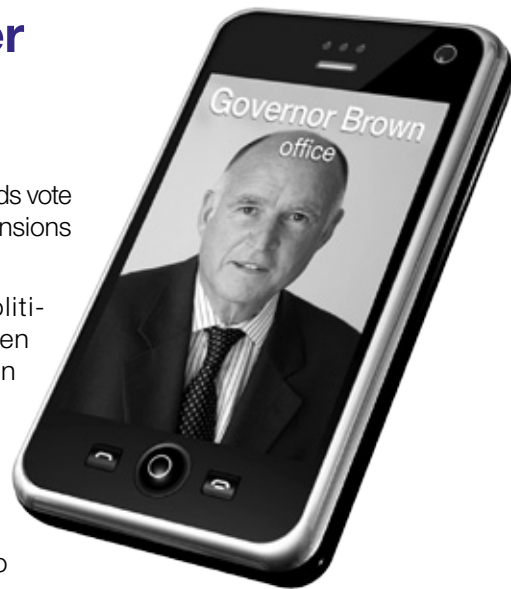
Brown is also expected to give Local 1000 members an update on his efforts to place a measure on the ballot to give voters the chance to retain existing taxes in order to save schools and other vital programs. At Brown’s request, the Legislature has so far approved more than \$12 billion in budget cuts. But Brown has

struggled to gain the two-thirds vote necessary to place tax extensions on the ballot for June.

Throughout his long political career, Brown has often appeared on radio call-in shows and even hosted a radio show in the Bay Area for a time in the 1990s. He recently posted a video on YouTube, taking his case for tax extensions directly to voters.

While Brown or his senior staff members have met with Local 1000 leaders several times, this is believed to be the first time that any California governor has hosted an electronic call-in event designed solely for his own employees – our 95,000 members.

“We support the governor’s efforts to take a balanced approach to managing the state’s finances during tough economic times,” Walker said. “The electronic town-hall meeting will give our members a chance



to hear details of the governor’s plans – straight from the source.”

### Advance sign-up required

In order to participate, you must sign-up in advance. Log on to [seiu1000.seiu.org/page/s/brown\\_townhall](http://seiu1000.seiu.org/page/s/brown_townhall) and follow the sign-up instructions. On Monday, April 4, an automated call will come to your preferred phone number asking if you’d like to participate in the telephone town-hall meeting. On Tuesday, April 5, you’ll receive another call providing access to participate in the 6 p.m. event.

**On April 4, 1968, Dr. Martin Luther King Jr. was assassinated in Memphis, where he had gone to stand with sanitation workers demanding their dream: the right to bargain collectively for a voice at work and a better life.**

## Wear red on April 4 for the National Day of Action

Today, that same demand is electrifying people across America. It’s the demand of all people—black, white, Latino and Asian American: the right to join together for our common dreams.

Join us to make April 4 and the days surrounding it a time to stand in solidarity with working people in Wisconsin, Ohio, Indiana and dozens of other states where well-funded, right-wing corporate politicians are trying to take away the rights Dr. King gave his life for. It’s a time to show movement. A time to be creative, but clear: **We are one.**

We are asking all Local 1000 members to wear **red** on Monday April 4.



Learn more about events happening around the state at [seiu1000.org/2011/04/weareone.php](http://seiu1000.org/2011/04/weareone.php)

## Resource Center

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

## Website

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

## Connect with Local 1000

### Facebook

[facebook.com/seiu1000](https://facebook.com/seiu1000)

### YouTube

[youtube.com/seiu1000](https://youtube.com/seiu1000)

### Twitter

[twitter.com/seiu1000](https://twitter.com/seiu1000)



## Know Your Rights: **Articles 2.6 & 2.7**

# Steward and employee time off

## Your right to compensated time off for representational purposes

Your union contract contains hundreds of provisions designed to protect your rights. Article 2.6: Steward Time Off and Article 2.7: Employee Time Off, define rights of stewards and employees to compensated time off for representational purposes.

### Your Local 1000 contract guarantees:

- Employees are entitled to reasonable compensated time off, during work hours, to confer with a union representative
- Employees' release time is subject to approval by the employee's supervisor
- Stewards are also given compensated time off for representational purposes
- Stewards' release time is subject to prior notification and approval by the steward's immediate supervisor
- Additional stewards can also be granted time off under this section if agreed to by all parties

**For more information** regarding Article 2.6: Steward Time Off and Article 2.7: Employee Time Off, visit [seiu1000.org/ratification/tentative-agreement.php](http://seiu1000.org/ratification/tentative-agreement.php)

**If your supervisor claims that the time requested is unreasonable and will not approve of the meeting, you should:**

- Assess the situation and make sure the time you have set for the meeting is not taking you away from work that must be done
- Show the supervisor the contract language and ask when in the near future would be a reasonable time

### How to take action

Contact your Local 1000 steward or call the Member Resource Center at **866.471.SEIU (7348)** if you feel your rights have been violated and/or your supervisor will not approve reasonable time. Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance.

## FAQs from Local 1000's Member Resource Center

### Q: What are the rules for Unpaid Leave of Absence?

A department head or designee may grant an unpaid leave of absence for up to one year. You must provide substantiation to support your request. A leave of absence assures you the right to your former position at the end of your leave.

### Unpaid leaves of absence may be granted for the following reasons.

- Union activity
- For temporary incapacity due to illness or injury
- To be loaned to another governmental agency for performance of a specific assignment
- To seek or accept other employment during a layoff situation or otherwise lessen the impact of an impending layoff

- Education
- Research project
- Personal or family matters
- Run for public office

Your leave of absence may be terminated prior to the expiration date with written notice from your department head or designee at least 30 workdays prior to the effective date of the revocation.

### For more information: read Article 8.7 of your contract.

### Q: How long will the employer pay their portion of medical benefits while I am on State Disability Benefits?

Since July 1, 2006, the state has paid full premiums for an employee and any applicable dependent coverage for health, dental and vision benefits for the length of the employee's disability up to a maximum of twenty-six (26) weeks.

The state recovers your portion of the premium (employee's share) through an accounts receivable arrangement upon return to work.

If your SDI leave extends past 26 weeks, you are responsible for paying the full premium for health, dental and vision coverage directly to the health care provider.

### For more information: read Article 9.17 of your contract.

### Q: Can Professional Development Days be used before any other leaves?

You may use PDD before other leaves. You accrue two PDD each fiscal year (July 1–June 30) and those days must be used in the fiscal year you acquire them. PDD can be used in one-hour increments. You may consider using those days before other leaves to ensure you don't lose them. PDD have no cash value.

### For more information: read Articles 11 and 13 of your contract.