

AUG 5
2015

UNION UPDATE

LOCAL 1000

Stronger Together



President Walker (center) with fellow task force members Fabrizio Sasso of the Sacramento Central Labor Council and Ashlin Malouf Spinden of Sacramento Area Congregations Together

Yvonne Walker named to Sacramento Income Inequality Task Force

Task Force will submit recommendations on increasing the city's minimum wage

With nearly 45,000 represented members in the Sacramento area, Local 1000 is an economic force to be reckoned with in California's capitol city. The union has been a proud and vocal proponent of raising the minimum wage to combat income inequality. In a nod to both those realities, Sacramento Mayor Kevin Johnson has appointed our president, Yvonne R. Walker, to the city's Income Inequality Task Force.

The task force, made up of community, business and labor leaders, convened for the first time July 29 at Sacramento City Hall. It will meet regularly until this fall, at which time it will submit a report with a recommendation on increasing Sacramento's minimum wage.

The task force will analyze what it really costs to live in Sacramento, how the cost of living impacts poverty and what solutions are possible. The state minimum wage, which applies to Sacramento, is \$9 an hour and will increase to \$10 an hour on Jan. 1, 2016.

At the first meeting, the United Way of California presented research that showed, among many other findings, that it takes

“No one who works full time should have to live in poverty.”

—Yvonne R. Walker, Local 1000 President

a family of two adults and two children \$50,595 to get by in Sacramento County and that nearly one in three households struggle every month.

Task force members and attendees also heard research from Sacramento State on the demographics of minimum wage workers in the area who are, unlike the stereotype of a high school student working an entry-level job, overwhelmingly over the age of 25 and nearly one in four minimum wage earners are single mothers.

Sacramento's task force comes amid a national movement for wage equality backed by SEIU and other labor, faith and social justice groups. The momentum is growing, especially in California,

where Los Angeles and the UC system have recently joined cities like San Francisco and Seattle in raising the minimum wage to \$15 an hour or more.

That momentum, and the possibility for real relief it represents, was tangible at the task force's first meeting. Worker after worker rose to share stories of deprivation and struggle, leaving no question that the current minimum wage is woefully inadequate—and that low wage workers are ready to rise up together to demand a livable reward for the wealth they create for others.

President Walker, visibly moved by the stories she's heard so many times from workers on the bottom rung of the economy, said it's time to reward all work with a wage that can at least pay the bills.

“No one who works full time should have to live in poverty,” said Walker.

The next Income Inequality Task Force meeting is scheduled for Wednesday, August 5.

Analyst warns pension initiative would affect current employees' compensation

LAO report identifies "significant uncertainty" in Reed/DeMaio pension attack

According to a report released this week by the state's Legislative Analyst's Office (LAO), the pension-gutting ballot measure proposed by former San Jose Mayor Chuck Reed and former San Diego City Councilman Carl DeMaio is so drastic and recklessly conceived that it could lead to radical and unforeseen negative consequences.

The measure is called the "Voter Empowerment Act," but its optimistic name disguises a dramatic attack on the retirement security

of public employees that does anything but empower voters. In reality, the measure would add cumbersome and expensive voter actions to retirement and benefit decisions that are best and most efficiently negotiated at the bargaining table.

The LAO report also puts to lie the contention by the measure's supporters that the "reform" would only affect future hires. Indeed, the LAO found that existing employees would be affected, death and disability benefits for public employees could be modified or eliminated, collective bargaining would be bypassed. And the state would likely have to increase other benefits or compensation to attract and retain employees. The LAO report concludes: "There is

significant uncertainty as to the magnitude, timing and direction of the fiscal effects of this measure and its effects on current and future governmental employees' compensation."

California Attorney General Kamala Harris will consider the report when she drafts a proposed title and summary which is due by August 11.

"The LAO report confirms what we all suspected," said Yvonne R. Walker, SEIU Local 1000 president. "The Reed/DeMaio measure is a frontal assault on the retirement security of millions of California's public employees. It's more important than ever for Local 1000 to stand strong together and protect our hard-earned pensions."

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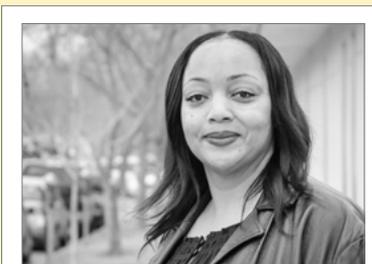
Members push for upward mobility in Unit 15 JLMCs mark progress at multiple departments

On July 23, the Unit 15 Upward Mobility Team met with the state's representatives in a Joint Labor Management Committee (JLMC) as part of a continuing dialogue about gaps in the various departments' upward mobility programs.

Along with Chair Jesse Aranda (DSH), the team is comprised of Garth Underwood (CDCR), Shavone Brown (DGS) and Ellis Washington (EDD), as well as staff from Local 1000's contract department.

Two team members reported that management at their worksites began to take steps to improve members' access to upward mobility programs and resources.

"For years, EDD management was inconsistent about engaging our members regarding their career advancement opportunities," said Ellis Washington. "This last July, as a result of our JLMC, every custodian had the opportunity to discuss their career aspirations with their supervisors. If our members showed interest, their supervisors filled out a Career Development Plan



"This is a significant change for me and other members at my worksite."

—Shavone Brown, DGS

and an Individual Development Plan. For some of our folks, it had been years since this happened."

Another significant breakthrough was improved computer access for custodians at certain DGS worksites. For example, Shavone Brown reported that for the first time she had access to a computer terminal at her worksite. "During my breaks, I can finally access DGS' online upward mobility resources. Some of the most valuable resources are kept on the intranet, behind the department's firewall. Because of

this, those of us who don't work at a computer could never access this information. This is a significant change for me and other members at my worksite."

The Unit 15 Upward Mobility Team and the state will continue to identify and discuss the merits of these best practices for solving upward mobility issues. While these latest improvements do not solve all the issues with the state's upward mobility program, they represent the first steps on a pathway for expanding our members' career opportunities in the state.