

JULY 25
2018

UNION UPDATE



State Personnel Board disapproves \$400k IT outsourcing contract

LOCAL 1000 FIGHTS BACK AGAINST THE STATE'S ADDICTION TO WASTEFUL PRIVATE VENDORS

Our Information Technology (IT) Reclass team's fight against outsourcing scored a big win on July 5 when the State Personnel Board (SPB) disapproved a \$401,760 private vendor contract that would have paid outsourced employees more than \$115 per hour.

"This is an important victory, but we are only halfway done with the IT Reclass efforts," said President Yvonne R. Walker. "The state still needs to pay our IT professionals competitive wages instead of wasting \$2.5 billion in taxpayer dollars on outsourced contracts."

The disapproved contract was for "legacy programming" on older systems at the California Department of Tax and Fee Administration (CDTFA). Local 1000 successfully asserted that CDTFA issued the contract and refused to utilize civil service employees to do the work. The SPB agreed, declaring the contract invalid because "CDTFA has failed to meet its burden of establishing, by specific and detailed factual information, that the contract is justified ..."

Our IT Reclass team—with the support of IT members across the state—has also filed contract challenges against the Department of Developmental Services and CalPERS for outsourcing work within the classifications and domains of the state IT workforce.

"These challenges are just part of our fight to finish the IT Reclass and to get the state to 'Make IT Right,' said Danilyn Creech, who works at the Department of State Hospitals-Patton, in San Bernardino. "We need to step up and stand together for better wages and stop the state's addiction to outsourcing."

The fight to "Make IT Right" continues as we take on the annual \$2.5 billion in wasteful outsourcing. Save the date to show your support for the IT Reclass team as they testify on August 2 at the SPB hearing— where CalHR will update the Board on the implementation of the Reclass.

For more information about the IT Reclass and how to report questionable private vendor contracts, visit seiu1000.org/it-reclass



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Yvonne R. Walker, President

Become a member today!

Protect your hard-earned contract rights, your wages, benefits and retirement. Have a voice in the direction of your union. Join now ... we are stronger together!

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Member leader Regina Johnson building a stronger union

HER WORKSITE LEADERSHIP SETS A STANDARD FOR MEMBER ACTIVISM

Regina Johnson, a member leader and steward at the California Department of Tax and Fee Administration (CDTFA) in Norwalk, is a shining example of what it takes to make our union grow and thrive.

She's created one of the strongest networks of worksite member leaders in the state—able to activate dozens of her coworkers and fellow members to take action whenever it's needed to protect our rights or to solve worksite issues. Engaged members are the backbone of Local 1000 as we work to build strength and power in the workplace.

Regina's leadership journey began 14 years ago after a transfer from DMV to BOE (now CDTFA), where she quickly learned that the steward there had a negative attitude and was not enforcing the contract or educating members on their rights. As a result, her new colleagues didn't have the most positive view of our union and didn't have a positive relationship with each other.

Frustrated by that toxic environment and driven by her own penchant to solve problems, she received mentorship and leadership development from key union leaders who encouraged her to step up and make a difference.

Leora Hill, a longtime Local 1000 member leader and activist, whose contributions to the growth and strength of our union are commemorated with a scholarship granted annually by our African-American Committee, frequently visited Regina's worksite, offering advice about the issues Regina and her colleagues were facing.

Regina became a union steward and immediately set out to change things in her worksite. "It was important to learn who my colleagues were and what they wanted in order to start building positive relationships," she said. "They told me their stories about the horrible things management was doing. I started to educate my coworkers on their rights and the contract, and when they saw me winning grievances, people started to become more interested and engaged."



"I choose my union because it's not a right, it's a privilege. It's something we have to continue to fight for to ensure that all Californians have an opportunity for a good life."

Regina Johnson, CDTFA, Norwalk

Regina's success as a Local 1000 leader is due in part to her philosophy: "Don't think about the things that haven't been done. Think about what can be done."

Today she's building a stronger union by developing new leaders among the 16 member leaders in her worksite. "I'm keeping the legacy of Leora Hill alive by demonstrating that having a union means having a voice and empowering more members to use their own voice."

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