

JAN 23

2019

# UNION UPDATE

## PROPOSED BUDGET A WIN FOR WORKING FAMILIES

### NEWSOM'S "CALIFORNIA FOR ALL" PLAN BOLSTERS ECONOMIC JUSTICE



*"The California Dream is a house we're building together. The budget we're proposing makes that dream available to all." - Gov. Gavin Newsom*

Gov. Gavin Newsom's first proposed state budget is a win for working families and all Californians, keeping a strong focus on fiscal responsibility while adding programs that mirror our union's fight for social and economic justice.

The governor proposes a \$209 billion budget for 2019-20, \$144 billion of which are general fund dollars. The budget includes a contribution of almost \$14 billion to the state's rainy day fund.

While maintaining billions in reserves, the budget calls for increased spending on health care, early childhood care, education, affordable housing and a stronger pension system at CalPERS.

Among the highlights of the governor's proposed budget:

**Improved affordability and accessibility to health care:** increased subsidies to expand the Affordable Care Act to ensure that low- and middle-class Californians can afford health coverage through Covered California. Also: progress in providing universal coverage by expanding Medi-Cal to more than 100,000 young adults age 19-25.

**Addressing the affordable housing crisis:** a new approach and a one-time \$1.3 billion investment to spur housing development and promote economic growth. The budget also expands state tax credits to further develop low- and moderate-income housing. An additional \$500 million will help address homelessness.

**Retirement security and stability:** Newsom proposes a \$3 billion supplemental payment to CalPERS to pay down unfunded liabilities in the pension fund. Another \$1.1 billion will go to CalSTRS unfunded liabilities. These payments are projected to save \$14.6 billion over the next 30 years and will contribute to the long-term solvency of both pension funds.

**Expanded tax credits for working families:** a proposed doubling of the Working Families Tax Credit that would offer a new \$500 credit for eligible families with children under the age of six, and a plan to extend the reach to full-time workers earning \$15 per hour.

**Education opportunities:** \$80.7 billion for K-12 and community college education, a \$31 billion increase over the last decade. Proposals include funding for two free years of community college for first-time, full-time students and a freeze on state college tuition.

**Focus on early childhood:** proposals to provide universal preschool for all income-eligible four-year-old children, including full-day, full-year care to better accommodate working parents. To promote family bonding, an expansion of the Paid Family Leave program that would allow new-borns and newly adopted babies to be cared for by a parent or close family member.

**The week-old proposal is a complex document, and Local 1000 is pouring through the details to learn more about how the budget impacts us. Over the coming months, we'll make "politics matter" and use the strength of our union and the 96,000 state workers we represent to support budget initiatives that will make a difference for us, our families and our communities.**

## Resource Center

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

## Website

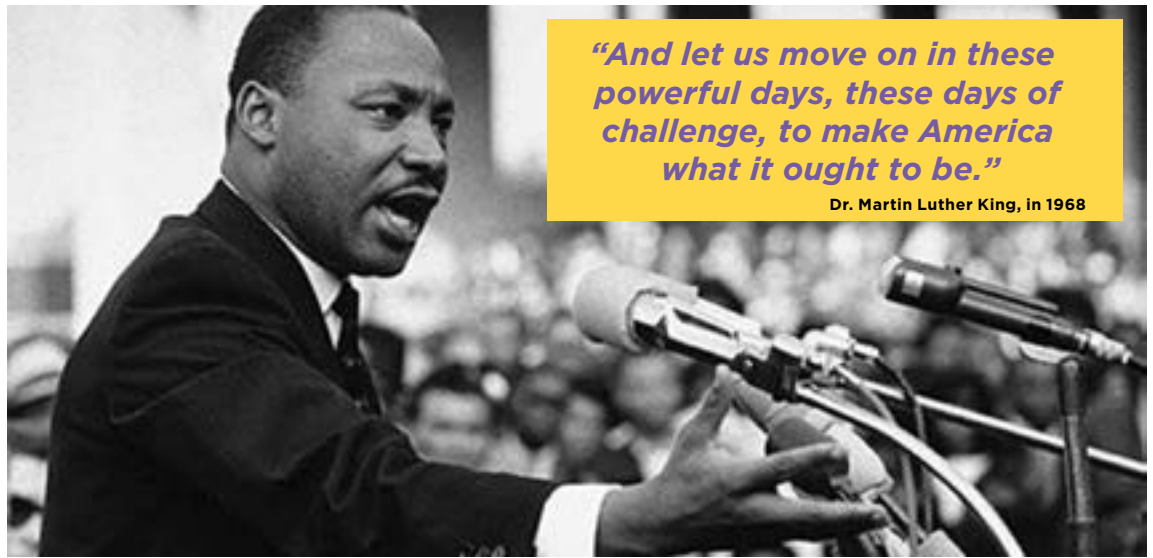
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*“And let us move on in these powerful days, these days of challenge, to make America what it ought to be.”*

Dr. Martin Luther King, in 1968

## 50 years later ... his inspiration continues

Dr. Martin Luther King, Jr. believed in a nation of freedom and justice for all, and encouraged all citizens to live up to the purpose and potential of America.

Celebrations this week across the nation remind us that Dr. King was committed to building bridges between the civil rights and labor movements. King was proud to rally with public workers, and proud to make the connection between their labor struggle and the broader struggle for a fair and equitable economy that served all workers—public and private.

Nearly half a century later, workers' struggle for fair pay, decent benefits and economic security remains one of the pressing challenges of our time. Dr. King's ideals still encourage us as we continue his legacy and the fight for human dignity, workers' rights, living wages and social justice.

## MEMBERS WIN OUT-OF-CLASS FIGHTS

### HAVING A STRONG UNION MEANS PROTECTING AND ENFORCING OUR HARD-EARNED RIGHTS

Our contract is a hard-won document that governs our wages, benefits and working conditions. It also includes hundreds of articles that govern how we do our work, and in many instances, remedies available to state workers when management fails to recognize our job descriptions and contract rights.

When a state employee does work that goes beyond the typical tasks found in their job description for at least two consecutive weeks, they are said to be working out of class—and may be eligible for additional compensation.

Recently, two of our members, working at the Department of Consumer Affairs and the Department of General Services, prevailed when they filed out-of-class grievances for work performed beyond their job specifications. By keeping records and performing a “desk audit” they were able to demonstrate their claim, and both received back pay and experience credit with the help of their union.

### Contract Article 14.2: Out of Classification Grievances

*An employee is working "out-of-class" if they spend a majority (more than 50 percent) of their time for at least two consecutive workweeks performing duties and responsibilities associated with a higher classification.*

*When an employee is performing the work of a higher classification, or assigned duties of a vacant position with a higher classification, or for an absent colleague with a higher classification, the employee shall be considered to be working out-of-class. For a complete understanding of Article 14.2, consult your contract online or call the Member Resource Center.*

Questions about your membership status or contract rights?

Call the Local 1000 Member Resource Center

866.471.SEIU (7348)

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