

Schwarzenegger should eliminate high-priced contractors before a single state employee loses job or is furloughed

During the past year, Local 1000 has shown that the state consistently wastes taxpayer money by outsourcing state services to private contractors in three key areas:

- information technology
- nursing
- architectural services

Half a billion dollars wasted

Research shows that the state could save a half a billion dollars by having state employees perform the same work more efficiently and effectively.

- Of the \$2 billion a year the state now spends on IT contracts, much of that work can be done more efficiently and at lower cost by state employees. *Savings: \$100 million dollars annually*
- By using state nurses and other healthcare professionals to staff prisons, developmental centers and mental health hospitals instead of paying hundreds of millions of dollars to expensive outside contractors. *Savings: \$144 million and \$205 million each year*

- By reducing costly spending on architectural and engineering contracts at Caltrans. California taxpayers pay approximately \$83,000 more a year for each outside contractor hired in lieu of Caltrans state staff. *Savings: \$50 million a year*

Union saves jobs and tax dollars

- The State Personnel Board has overturned 83 percent of the outsourcing contracts challenged by Local 1000.
- Superior Court has upheld 100 percent of outsourcing court challenges by Local 1000.
- Last year the SPB overturned IT contracts totaling more than \$2.2 million.

Steven McVeigh, Marie Harder and Margarita Maldonado testified last March about wasteful state outsourcing of information technology work.



Legal challenge to governor's latest furlough order

SEIU Local 1000 filed a legal challenge Dec. 22 to stop Gov. Arnold Schwarzenegger's latest executive order to force mandatory unpaid furloughs on state workers.

In its filing with the state Public Employee Relations Board, Local 1000 accuses the governor of numerous violations of state law. His latest order increases cuts to two furlough days per month, layoffs of up to 20,000 employees, and 10 percent pay cuts for managers and exempt employees.

"The governor can't simply declare an emergency and then decide that he can break the law. The law requires the governor to negotiate these issues prior to implementation," said Local 1000 President Yvonne Walker. "We will fight in the courts and at the bargaining table to protect the jobs and the rights of our members."

"The governor is once again playing with the lives of state workers and our families in order to create a sense of panic over the budget crisis."

—Yvonne Walker

Local 1000 President

Local 1000 officials pointed out that the executive order includes "exemptions" to both the furloughs and the layoffs, yet no administration official has given the union details on what those exemptions may be.

"The governor is once again playing with the lives of state workers and our families in order to create a sense of panic over the budget crisis," Walker said. "The governor is giving sound bites instead of working on real solutions to this crisis."

Layoff procedure for state workers

Gov. Arnold Schwarzenegger has said that layoffs of state employees may be necessary in order to close the budget deficit. Here are the key points in the state's layoff procedure and how it works under your Local 1000 contract.

Layoffs are at the discretion of each department; the governor is requiring each department to reduce expenditures by 10 percent through increased efficiencies, program cuts or layoffs.

- Each department is required to send notices of potential layoffs to at least three times the number of employees as it anticipates having to layoff; these notices must go out a minimum of 120 days prior to layoffs being effective.
- Employees receiving notices of potential layoffs (called 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.

- Each department must notify Local 1000 a minimum of 60 days prior to its intended date of layoffs and must meet and confer with the union over possible alternatives that could reduce or eliminate employees being laid off.
- 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.
- All employees who receive a layoff notice have the right of transferring or demoting to a position for which they meet the minimum qualifications and they have more seniority than the incumbent.
- Any employee displaced by a laid off employee shall have the right of transferring or demoting to a position for which they meet the minimum qualifications and they have more seniority than the incumbent.

For more detailed information about the layoff procedure and timely news about the state budget, go to seiu1000.org and look for relevant stories.

KNOW YOUR RIGHTS

Contract protections for employees facing layoffs

Employees who will actually be laid off will receive a notice of layoff at least 30 days prior to layoffs. (*Article 16.1.C*)

- Layoffs must be accomplished by seniority—least senior employees first. (*Article 16.1.B*)
- Affected employees may be offered a transfer or demotion in lieu of layoffs. (*Article 16.1.E*)
- The state will meet with the union to seek alternatives to or to mitigate the effects of layoffs. (*Articles 16.2 & 16.3*)
- Laid off employees shall be provided Employee Assistance Program services for up to six months. (*Article 16.5*)

FOR MORE INFORMATION, CALL LOCAL 1000 TOLL FREE: (866) 471-SEIU (7348) or visit our website: www.seiu1000.org

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