

## Local 1000 fighting governor's demand for unpaid furloughs to begin on Feb. 6 and Feb. 20

Local 1000 flew into action following the governor's latest demand for two unpaid furlough days per month. This past weekend, more than 250 rank-and-file bargaining leaders and the entire Local 1000 Council developed an action plan to fight the problem through worksite protests and continuing court actions to block the governor's plan.

"It is illegal and we've filed challenges in superior court and at Public Employment Relations Board (PERB)," said Local 1000 President Yvonne Walker. "Our case will be heard on January 29 because the unpaid furloughs are unconstitutional and cannot be imposed unilaterally."

### *Tell the governor what you think*

During their weekend meetings, Local 1000 leaders developed plans for a series of worksite protests and news conferences throughout the state on Thursday. They also urged members to e-mail, call and fax the governor and the Legislature, and to send letters to editors of major newspapers throughout the state. To take action, go to [seiu1000.org](http://seiu1000.org)

Local 1000 has filed legal actions in Superior Court and at PERB to block the governor's order and DPA's implementation. The court will hear our case on Jan. 29. Our lawsuit charges that the governor is violating the state constitution by unilaterally imposing furloughs in his executive order. Our PERB charge alleges that the unilateral change of salaries and work hours without bargaining with Local 1000 violates state laws.

### *Union proposes \$370 million in savings*

Last week, Local 1000 bargaining team members presented proposals to save the state more than \$370 million without two unpaid furlough days per month. The state is expected to respond by Jan. 15, when master table negotiations resume.

"The governor is not talking to California's citizens



Local 1000 President Yvonne Walker discussing the furlough memo with Sacramento news media on Friday.

nor does he understand the impact his drastic decisions will have on the services we provide," Walker continued. "Californians will be hurt ... Will we cut back on healthcare provided to vets? ... Will subsistence checks be delayed to disabled Californians? ... Will we cut back on nursing home and levee inspections?"

"He has the opportunity to talk to us – at the bargaining table – or we'll arrange to meet with him. Let us help figure out ways that Californians won't have to endure drastic cuts in the services they demand and expect," Walker said.

### *Elected officials support state workers*

"Statewide elected officials have shown their support for state workers by standing up to the governor," said Walker. "They are listening to their staff and working together to cut costs, unlike Governor Swarzenegger whose drastic plans and unilateral decisions will hurt California residents."

State Controller John Chiang, Attorney General Jerry Brown, Secretary of State Debra Bowen, Lt. Governor John Garamendi, State Superintendent of Schools Jack O'Connell, and State Treasurer Bill Lockyer have all issued statements saying they will cut costs but they will not comply with the governor's furlough plan.

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Weingarten Rights

#### *Your Right to Representation*

If you are called into a meeting with your supervisor or manager and believe the meeting or the information gathered in the meeting may result in disciplinary action, you have specific representational rights – known as Weingarten rights — summarized below:

- You have the right to have a union steward present.
- If you want a steward present, you must request it.
- If you do not know why your manager wants to meet with you, ask if it is a meeting that could result in disciplinary action.
- If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting and respectfully decline to answer questions until your union representative is present. If the supervisor or manager insists that you answer questions, you must do so. Take careful notes. Once the meeting is over, call your steward at once.
- You have the right to speak privately with your steward before the meeting and during the meeting.
- Your steward is not just a witness and has the right to play an active role in the meeting.

#### **This statement could save your job:**

*“If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting and before I answer any questions.”*

However, if you are specifically ordered to proceed with the investigation/interview even without your representative present, politely restate your objection and remember the general rule of *“obey now, grieve later.”*

#### **How to take Action**

Contact your Local 1000 steward if you feel your rights have been violated. 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.

For more information regarding Weingarten rights visit [www.seiu1000.org](http://www.seiu1000.org)

# SPB backs challenges to outsourcing state jobs

## *Local 1000 victories in December save \$11 million*

In the last two years, the State Personnel Board (SPB) has overturned 83 percent of the outsourcing contracts challenged by SEIU Local 1000, including \$2.2 million in IT contracts in 2008.

Just this past month, Local 1000’s outsourcing challenges to the SPB yielded four victories, saving the state more than \$11 million.



**BOE employees Bobbi Smith of Sacramento (left) and Leora Hill of the Culver City and spoke at a recent legislative hearing on unnecessary outsourcing.**

#### **December victories include:**

- **\$415,000 computer contract voided**  
The SPB executive officer upheld a challenge that Local 1000 made over an information technology contract at EDD. The SPB found that Department of Finance approval was not a valid excuse for outsourcing work that can be done by state employees.
- **Private agency tax collection rejected**  
The Board of Equalization rejected a plan to outsource collections to a private collection company instead accepting a series of recommendations by a joint committee of managers and tax collectors represented by Local 1000. The private collection contractors sought to collect more than \$1 billion in unpaid taxes in return for hefty commissions
- **\$10 million security guard contract voided**  
The SPB executive officer overturned a \$10 million security guard contract at the San Francisco court complex. The SPB said Department of General Services (DGS) made no effort to hire state employees, and that the minimum requirements in the classification specifications were not to be construed as maximum requirements for hiring.
- **\$448,000 IT software ruling upheld**  
The full State Personnel Board upheld a ruling that overturns \$448,000 in IT software contracts, including a request by a company to continue maintenance and support for a program they developed. Local 1000 challenged the contract, arguing state workers were able to maintain the program.

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

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