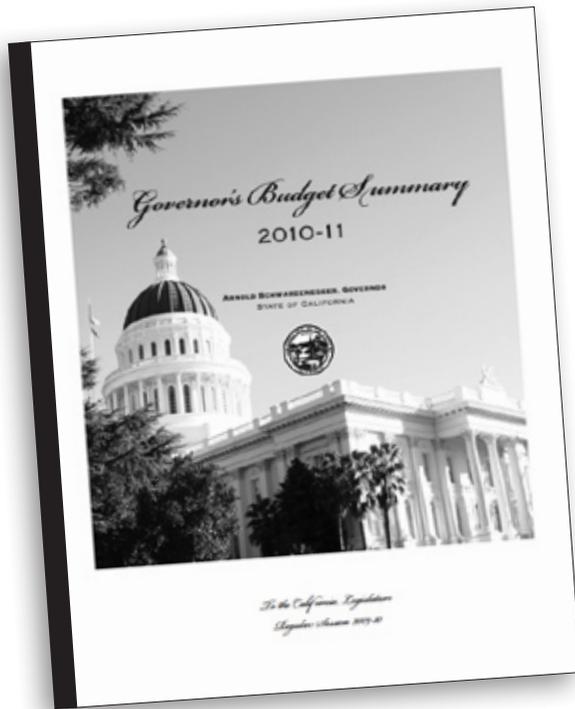


JANUARY 20, 2010

UNION UPDATE



Gov's pay cut proposal illegal

Unilateral pay cut violates state law & U.S. Constitution

The governor's plan to cut state worker salaries by 5 percent is illegal if unilaterally implemented and Local 1000 will sue if he tries to push it through, SEIU Local 1000 President Yvonne Walker said.

"Once again we have a governor who is illegally trying to circumvent the collective bargaining process," said Walker. "It is illegal under state and federal law for the governor to change our compensation while we are under contract. If the governor doesn't get it, we will sue him again and we will win again."

Federal bailout sought

The governor's proposed budget includes provisions for a permanent 5 percent pay cut to begin July 1. His pay cut proposal would increase to 10 percent if the state is unable to secure \$6 billion in federal bailout revenues – a scenario that federal officials and the nonpartisan Legislative Analyst's Office (LAO) say is unlikely.

In addition, Gov. Schwarzenegger wants a 5 percent increase in worker contributions to CalPERS – another change that would be illegal if unilaterally implemented.

Budget draws opposition

The governor's proposed pay cuts were met with skepticism by many elected officials including Senate President pro Tem Darrell Steinberg. The LAO issued a report last week cautioning the governor against adopting a fiscal plan that is certain to be challenged in court by Local 1000 and other employee unions.

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—Yvonne Walker
Local 1000 president

Schwarzenegger, who just began his final year as governor, has failed to offer a budget that would resolve the state's long-term financial uncertainty. The LAO also reported that unless there is major structural reform the state will continue to run deficits of about \$20 billion for the next three years. This is because the state's economy is not expected to fully rebound until late 2011 or early 2012, according to UCLA's Anderson School of Business.

Resource Center

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

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Lawsuits challenge furloughs for General Fund workers

In addition to Local 1000's lawsuit that overturned furloughs for all non-General Fund employees, the union has three lawsuits pending that challenge furloughs for all Local 1000 workers.

One case is now before the state Court of Appeal and should be decided early this year. A second suit asserting that the governor's furlough order was implemented in violation of the Administrative Procedures Act will be set for hearing in the near future. A third suit focusing on the third furlough day, asserts that imposition of the third day violates the Emergency Services Act, because the fiscal crisis was not an emergency but rather was the result of a political dispute.

Local 1000 attorneys are also asking the judge in the non-General Fund case to expand his ruling to eliminate furloughs for all employees represented by Local 1000.

Frequently asked member questions

The following is a list of this week's top issues members are asking the Local 1000 Resource Center.

1. Can the governor cut our pay and increase our pension contributions as he said he would do in his budget proposal and his open letter to state workers?

Local 1000 response: The law is clear — the governor can not unilaterally cut our pay. He must return to the bargaining table to negotiate changes to salary and any increases to our pension contribution and then any changes must be approved by the Legislature.

2. Where can I find the latest information about the state's proposed layoffs in CDCR?

Local 1000 response: The majority of the questions are all addressed by the layoff section on the Local 1000 website. Visit seiu1000.org/Layoffs_2009/Default.aspx for more information.

3. Can members use state equipment, such as computers, to communicate with Local 1000?

Local 1000 response: Yes. Article 2.4 E of our contract states, "The Union shall be permitted incidental and minimal use of state electronic communication systems for communication of union activities as the departments permit for other non-business purposes."

The Local 1000 Resource Center answers members', union or workplace questions by calling 866.471.SEIU

Channel 1000 LIVE

Interact with President Walker in an online town hall meeting

Local 1000 President Yvonne Walker will be answering your questions live during an interactive webcast from **6-6:30 p.m., Mon., Jan. 25**. Produced by Channel 1000, the interactive program features Walker in a town hall-style meeting, and provides a Local 1000 chat room that allows viewers to submit questions to the union president.

"We represent employees statewide and we're looking for ways where members can feel connected," said Walker. "I see Channel 1000 LIVE as a great way to have a back and forth dialogue."

The live webcast is scheduled to broadcast monthly from different cities around California.

Do you have a question for President Walker?

Submit your questions in advance by e-mailing seiolocal1000communications@seiu1000.org or submit them via Facebook or Twitter.

Channel 1000 is labor's first and only online news channel, with nearly 1.2 million viewers in 2009. Watch Channel 1000 anytime at seiu1000.org

CHANNEL
1000 LIVE

6-6:30 p.m.

Monday, January 25

Tune in at seiu1000.org and click on Channel 1000