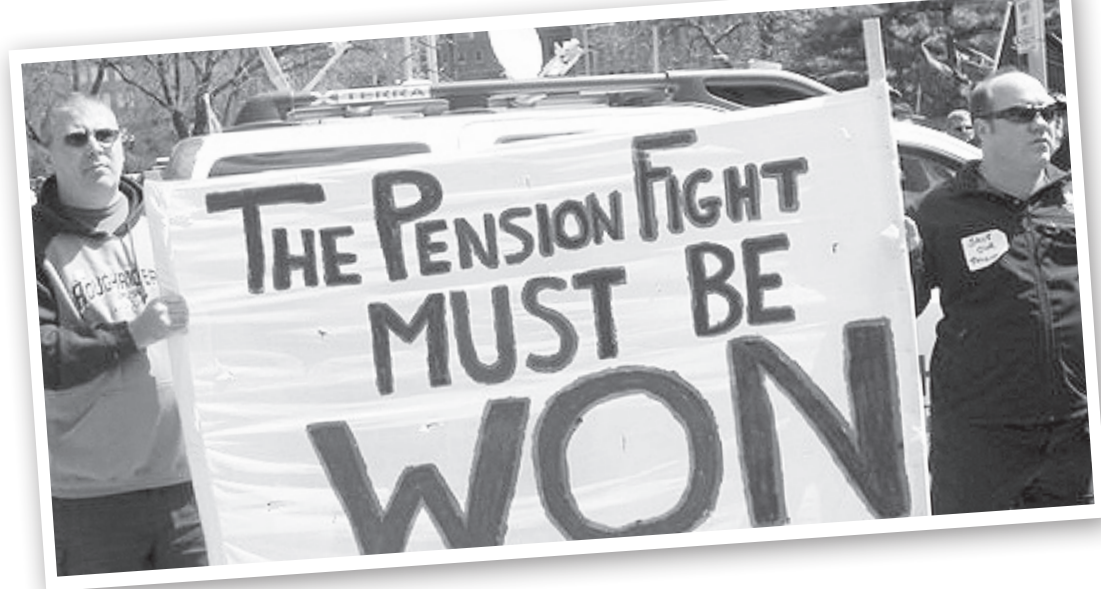


JANUARY 27, 2010

# UNION UPDATE



## The truth about our pensions

### Attackers ignore facts, promote fiscal myths

Three ballot initiatives are being circulated in a misleading effort to reduce the retirement security of all state employees hired in the future. In addition, Gov. Schwarzenegger is supporting a separate plan to scale back benefits, for future state employees, to 1999 levels.

"The initiatives are another attack on state workers. Once again state workers are being scapegoated by using distorted numbers about the increase in pension costs," said Local 1000 President Yvonne Walker. "Pension funding is a smaller percentage of the state payroll now than it was in 1982. In fact, the average pension of our members is only \$27,000."

Those who attack our retirement security refuse to acknowledge that hundreds of thousands of public employees – including most Local 1000 members – traded higher potential earnings in the private sector for a modest amount of retirement security.

All of these attacks on retirement security rely on misinformation and myths about employee compensation. Initiative supporters trot out statistics on a small number of local government executives who arranged cushy retirement deals for themselves and their cronies while ignoring the fact that the overwhelming majority of government employee pensions are modest.

Since about half of workers represented by Local 1000 are over age 50, this will likely create recruitment problems in the future, according to the

Legislative Analyst's Office, and could force the state to pay higher salaries in order to keep these jobs competitive.

The three proposed state initiatives are all designed to use the ballot box to undermine the collective bargaining process in separate jurisdictions throughout California.

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***"The initiatives are another attack on state workers. Once again state workers are being scapegoated by using distorted numbers about the increase in pension costs."***

**—Yvonne Walker**  
Local 1000 President

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"These proposed ballot measure are more than just an attack on our retirement security," Walker said. "They want to undermine organized labor and working families who want a secure retirement."

**CHANNEL  
1000 LIVE**

If you missed the live town hall webcast with President Yvonne Walker, catch an encore broadcast on our website.

Go to **[seiu1000.org/channel1000/Default.aspx](http://seiu1000.org/channel1000/Default.aspx)** and click on the Channel 1000 LIVE logo.

## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

### Facebook

SEIU Local 1000 fan page

### YouTube

[youtube.com/seiu1000](http://youtube.com/seiu1000)

### Twitter

[twitter.com/seiu1000](http://twitter.com/seiu1000)



## Members help their communities

In one of Local 1000's many recent efforts at reaching out to the community, President Yvonne Walker addressed members of the baseball team at John F. Kennedy High School in Sacramento on Jan. 19.

Other community service projects by Local 1000 members include a Habitat for Humanity construction project, creek cleanups, park restoration, collecting toys for needy children and helping provide free food for Californians battered by the economic recession.

## Scholarships for members and their children

### Deadline for SEIU scholarships is March 1

SEIU awards scholarships that enable SEIU members and their children to pursue educational goals at accredited colleges, universities and technical schools.

Scholarships are awarded to individuals interested in the visual and performing arts, economic and social justice work, labor studies and health. Award amounts vary from \$1,000 to \$5,000.

To be eligible to apply for any SEIU scholarship, membership must be for three continuous years.

For further information about the scholarships visit [seiu1000.org/bargaining\\_units/unit\\_1/career\\_mobility/default.aspx](http://seiu1000.org/bargaining_units/unit_1/career_mobility/default.aspx) and click on *Scholarships & Financial Aid*.

# Know Your Rights

## Contract protections

### Members' and stewards' rights in enforcing our contract

**Article 2.6:** Steward Time Off

**Article 2.7:** Employee Time Off

**Article 2.8:** Union Steward Protection

**Article 5.5:** No Reprisals

Your union contract contains hundreds of provisions designed to protect your rights, including state time off for representational purposes, and guarantees that you and your steward will not be discriminated against or harassed for exercising rights guaranteed by our contract.

### Your Local 1000 contract guarantees:

- Employees are entitled to reasonable state time off, during work hours, to confer with a steward or union representative.
- Employees' release time is subject to approval by the employee's supervisor. (See next section if your supervisor denies your request.)
- Stewards are also given state time off, during work hours, for representational purposes.
- Stewards' release time is subject to prior notification and approval by the steward's immediate supervisor.
- Additional stewards can also be granted time off under this section if agreed to by all parties.
- Managers and supervisors cannot interfere with a steward's work in representing employees or enforcing the contract.
- Managers and supervisors cannot impose or threaten to impose reprisals, or otherwise restrain or coerce union stewards in representing employees or enforcing the contract.

### If your supervisor claims that the time requested is unreasonable and will not approve of the meeting, you should:

- Ask your supervisor when would be a reasonable time to meet with your steward. Remember to tell your supervisor if the matter is urgent or time-sensitive.
- Assess the situation and remind the supervisor that the contract says "shall be granted reasonable time off."
- Make sure the supervisor approves a time that will not delay your ability to meet grievance timelines. The bottom line is the supervisor must approve a time for the meeting.

### How to take Action

Contact your steward or the Local 1000 Resource Center if you feel your rights have been violated, and/or your supervisor will not approve reasonable time for the meeting. 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 your rights and stewards' rights, review your contract at [seiu1000.org](http://seiu1000.org) or call the Local 1000 Resource Center at 866.471.SEIU.