

Lawsuit filed over educator outsourcing

So-called "visiting educators" often stay years at CDE

Local 1000 attorneys sued the California Department of Education (CDE) to stop the rampant abuse of a program that has turned "visiting educators" into long-term contractors at CDE.

"We have educators who have been 'visiting' for five, six, and seven years," said Sharla Smith, a CDE education consultant in Unit 21. "The state has abused the original intent of this program so that outside contractors are given preference over state employees.

The issue has hurt the morale of CDE employees who feel that the management favors visiting educators for promotions and other opportunities, said Miguel Cordova,

alternate vice chair of Unit 21.

"The governor is trying to reduce our hours through mandatory furloughs but this won't affect these contractors who sit next to us doing the same work," Cordova said. "This is huge problem for us. They take our work, we train them and they earn higher salaries. It is unacceptable."

The lawsuit, filed in Sacramento Superior Court on Jan. 15, accuses CDE of illegally using these outside educators to perform the same work as state civil service employees and violating the regulations and statutes that govern the visiting educator program.

Marathon contract negotiations

Member-elected bargaining teams working round-the-clock

In the face of a state budget deficit that is currently \$42 billion and growing, Local 1000 and state negotiators bargained around the clock Saturday and Sunday in an effort to end nine months of negotiations and reach a tentative agreement on a new contract.

As of our 8 p.m. press time Monday, our 85-member Bargaining Unit Negotiating Committee is working through the night again on a range of still-undecided issues.

Reaching an agreement is critical, given that the state is about to run out of cash and the governor is threatening to implement two-days-per-month furloughs.

We've seen some flexibility in the state's position, but the governor's negotiating team is still demanding furloughs, limiting overtime eligibility and holiday take-aways.

Local 1000 negotiators have gotten the state to move on several issues, including protections against layoffs, increased contributions for health insurance benefits and a reduction in furloughs ... however, any progress hinges on reaching agreement on the entire package.

Since May, your member-elected bargaining team has secured tentative agreement on more than 350 different contract articles that protect your rights, many of which include new language and continuation of numerous hard-won victories from previous contracts.

Keep up to date on the latest bargaining news

Log on to our website for coverage of master-table and unit-specific negotiations.

Watch breaking news from bargaining and statewide news, streaming online 24/7

Up-to-the-minute headlines are posted first to the Channel 1000 NewsWire



KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 11.4

Your Right to Be Paid on Time

Your union contract contains hundreds of provisions designed to protect your rights. Article 11.4 - Timely Payment of Wages – defines your right to be paid on time.

Your Local 1000 contract guarantees:

- Employees will receive a salary advance if no pay warrant is issued on payday.
- Employees will be issued a normal salary advance for the net pay within two days when the error in pay is due to processing the payroll.
- Employees will be issued a salary advance of no less than 50 percent of the net pay within five days for all other issues.
- No more than four salary advances will be issued per calendar year, except for payroll processing errors.
- Overpayment or payment errors may be satisfied by the use of leave credits, excluding sick leave.
- Employees who do not receive their overtime check will be issued an overtime salary advance by the end of the pay period following the actual month in which the overtime is submitted.

How to Take Action

Contact your Local 1000 steward if your rights have been violated. Your steward will work with you, management and your contract to determine the best course of action, up to and including filing a grievance.

For more information regarding Article 11.4 – Timely Payment of Wages, review your contract by visiting seiu1000.org

Task Force cited as “model” for cost-savings efforts at Board of Equalization

A Local 1000 Task Force created to improve collections and save jobs at the Board of Equalization (BOE) has been hailed as a “model” for the Board’s ongoing effort to reduce expenses and identify operational efficiencies.

During a discussion of furloughs at last week’s meeting, Board member Betty Yee responded to the suggestion that staff could find other ways to save money by proposing efforts “ ... like the model we used when [Deputy Director] Randi Henry went out with Local 1000 members on the Collections Task Force.”

Innovative Task Force improves collections, saves members’ jobs

In an effort to improve internal operations before members’ jobs were outsourced, Local 1000 and BOE formed a Joint Labor Management Task Force, in February 2008, after Deputy Director Henry announced the Board was seeking to outsource collections.

In May 2008, Local 1000 held meetings around the state to identify ways to improve collections. Local 1000’s research department created a report of proposed changes, which in turn was presented by the Task Force to the Board.

“We are not recommending that the board move forward with a contract collection vendor.”

***—Randi Henry
Deputy Director, BOE***

After months of intense lobbying by the Task Force and other Local 1000 members, Deputy Director Henry announced, “We are not recommending that the Board move forward with a contract collection vendor. Our departments will work on implementing our collections enhancement strategies.”

Bobbi Smith, DLC 782 president, played a central role in the success of the Task Force. Other Task Force members are Leora Hill (Culver City), Magnum Drew (Santa Rosa), Larry Roberts (San Jose) and Tamekia Robinson (Suisun).

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

SACRAMENTO (916) 554-1200 • **OAKLAND** (510) 452-4357 • **SAN DIEGO** (619) 624-0515

LOS ANGELES (323) 525-2970 • **RANCHO CUCAMONGA** (909) 466-5044 • **FRESNO** (559) 226-0756



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