

Hard-fought wins for workers in new contract

Tentative agreement reduces furloughs, freezes employee health insurance contribution & adds layoff protections

After more than nine months of hard-fought negotiations Local 1000 has reached tentative agreement with the state on a new contract, despite the deficit-riddled state budget exploding red ink, a governor emboldened by a court ruling upholding his right to furlough state workers and mounting public pressure on state employees as thousands of Californians are laid off each week.

"More than 65 elected negotiators from our nine bargaining units fought hard to beat back the governor's excessive demands," said Local 1000 President Yvonne Walker. "We had to wage battles in the Legislature, the media and at the bargaining table to reach a contract agreement given the worsening economy. This tentative agreement increases job security for our members, provides savings for the state and improves conditions for every state employee represented by Local 1000."

Major provisions: furloughs halved, layoff protections greatly expanded

Major provisions of the contract include:

- The governor's furlough demand is reduced from two days to eight hours.
- Layoff protections are greatly expanded for all employees.
- State contributions for health insurance premiums are increased.
- Two personal holidays are added in exchange for Lincoln's Birthday and Columbus Day.
- Continuing education and career development is expanded.
- The tentative agreement also improves language or preserves victories from previous contracts on more than 350 separate issues.

Governor emboldened by court's ruling upholding unpaid furloughs

Reducing furloughs was a key demand of Local 1000 negotiators, in light of the court ruling upholding the governor's right to furlough state employees. Late last month a California Superior Court ruled that the governor can unilaterally impose furloughs during a fiscal emergency and his negotiators insisted that any furlough agreement include employees in departments of all statewide elected officials.



The Local 1000 bargaining team signs the tentative agreement.

Layoffs only when departments eliminated or when entire offices closed

Layoffs, under terms of the tentative agreement, are limited to when a department is eliminated or when entire facilities or offices are closed. The layoff guarantee protects employees against continued fiscal cuts to state programs and are the strongest layoff protections in the history of collective bargaining for California state employees.

Two holidays exchanged for two paid personal holidays

Local 1000 negotiators won two personal holidays in exchange for elimination of Lincoln's Birthday and Columbus Day holidays. Fed by public pressure against state employees, elimination of the February and October holidays was a priority for the governor. The personal holidays, which are much like vacation days, will allow employees more flexibility in planning time off. The new provision gives the state the right to keep state offices and facilities open without paying premium pay.

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Hard-fought wins in new contract

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Most employee health insurance contributions frozen at 2008 levels, Unit 3 80/20 formula established

The governor's negotiators agreed to a Local 1000 proposal increasing the state's contributions for health insurance premiums. The new contract language is retroactive to January 30, 2009 and means the state will pick up most increases in employee contributions for health insurance premiums through 2010. In addition, language that gives Bargaining Unit 3 educators the 80/20 healthcare formula in line with other Local 1000 members.

Professional development program to start with \$1 million

Anticipating the need to train workers as the state faces large-scale retirement in its workforce, the tentative agreement sets aside \$1 million for career enhancement. A Joint Labor-Management Trust will be created that will fund continuing education and professional development for Local 1000-represented employees.

Limits placed on overtime calculations

Another priority for Gov. Schwarzenegger was the elimination of all leave in the calculation of overtime. Local 1000 negotiators were able to limit this reduction; under terms of the tentative agreement employees who use a sick day cannot receive overtime in the same week until they have worked a full 40 hours, but all other leaves will continue to be counted in overtime calculations.

Travel per diem increased, state housing rates frozen

Other gains in the tentative agreement include an increase in business travel per diem from \$40 to \$55 for meals and incidentals, a two-year freeze on the rental rates for employees living in state-owned housing as a condition of their employment.

"Throughout these negotiations we had to overcome anti-public employee sentiment over our benefits as the economy worsened and private sector layoffs mounted," said Cindie Fonseca, Bargaining Unit 3 chair. "We were able to prevent the governor from implementing drastic cuts in our members' pay, benefits and job security and still preserve a number of key benefits and protections our members have fought so hard to win in previous contracts."

Local 1000 Members In Action Contract Campaign 2008-09



Looking ahead: ratification

Tentative agreement requires member approval

Contract ratification campaign begins, legislative support also needed

After more than nine months of intense negotiations, the SEIU Local 1000 bargaining units reached a tentative agreement with the state last Friday.

But that's just the beginning of the ratification process. Next, the Local 1000 Statewide Bargaining Advisory Committee will vote to send the tentative agreement to the members and then all members have the chance to vote to ratify the agreement.

Voting is by secret ballot and members will be able to vote by mail ballot, in the worksite, or at one of many area meetings that are being planned statewide.

In addition, members will be able to walk in and vote at Local 1000 headquarters at 1808 14th St., Sacramento.

Only Local 1000 members may vote to ratify the contract. If you are in doubt about your membership status – fill out a membership card before you vote.

In addition to ratification by members, a bill containing our agreement must also pass the state Legislature and be signed by the governor to take effect.

Timelines and deadlines were being finalized at press time. We will provide you with all the information as soon as it becomes available.

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

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