

## 91 percent ratify agreement

### Contract to protect jobs & contain healthcare costs

#### We voted yes

<b>Unit 1</b> .....	<b>89%</b>
<b>Unit 3</b> .....	<b>93%</b>
<b>Unit 4</b> .....	<b>91%</b>
<b>Unit 11</b> .....	<b>90%</b>
<b>Unit 14</b> .....	<b>96%</b>
<b>Unit 15</b> .....	<b>94%</b>
<b>Unit 17</b> .....	<b>97%</b>
<b>Unit 20</b> .....	<b>98%</b>
<b>Unit 21</b> .....	<b>93%</b>

By a 91 percent vote that reflects California's tough economic conditions, Local 1000 members ratified an agreement that provides the strongest layoff protections state workers have ever had in return for a temporary 4.6 percent pay cut.

"I'm pleased that our members ratified an agreement that will provide some stability in these uncertain times," Local 1000 President Yvonne Walker said. "This agreement gives our members job security protections at a time when California's unemployment rate is above 10 percent and the state's budget deficit continues to mount. Our members voted to protect their jobs and families during this economic crisis."

#### 25,000 workers attend 555 meetings

In less than a month, more than 25,000 state workers attended 555 meetings, where they discussed the agreement and cast ballots. In total, more than 36,000 members voted on the agreement, which expires in June 2010. More election details and the entire text are posted at [local1000ratification.org](http://local1000ratification.org) and [seiu1000.org](http://seiu1000.org)

### What we gain

- 1 The **strongest job protections of any state workers** – no layoffs unless a department is eliminated or an entire office closes.
- 2 Two unpaid furlough days per month replaced by a temporary 4.6 percent pay cut. Workers also accrue **one new paid personal day** off per month.
- 3 Despite a strong push from the governor, vacation time, holidays, personal days and bereavement leave all **still count** toward the 40 hours weekly you must work to receive overtime pay. Only sick leave is from removed overtime calculations.
- 4 Lincoln's Birthday and Columbus Day traded for two **paid personal holidays**, similar to vacation days.
- 5 Employee contributions for **health insurance frozen at roughly 2008 levels** though 2010.
- 6 New **career enhancement program**, called the Institute for Quality Public Services, created with a \$1 million state contribution.

### What's next

- 1 Our agreement has been submitted to the Legislature as AB 964 and is scheduled for a hearing on April 1 in the Assembly Committee on Public Employees, Retirement and Social Security.
- 2 AB 964 must be approved by a two thirds vote by both the assembly and the state senate.
- 3 AB 964 then goes to the governor, who must sign the bill for the contract to gain final approval. The whole legislative process took about one month for our last contract in 2006.

#### Contract clarification

Earlier reports did not clearly explain the personal time off provision. Workers represented by Local 1000 will receive a temporary 4.6 percent pay cut each month until June 2010. In return, members will receive eight hours of personal time each month. The personal time will be paid time off work and can be taken at discretion of a worker in increments as small as 15 minutes or banked up similar to vacation time. This personal time must be used before June 30, 2012.

# Feds probe disability division issues

## *Understaffing, computer woes delay benefits*

Months of hard work are paying off for Local 1000 workers in the Disability Determination Service Division (DDSD) as an influential congressman has begun investigating DDSD's many serious problems.

Rep. Bob Filner (D-Chula Vista) convened a March 14 hearing that publicly exposed long-term problems that have plagued overworked DDSD employees, as well as veterans and other people seeking disability benefits.

At the hearing, DDSD workers and Social Security claimants told Filner, who chairs the House Committee on Veteran's Affairs, stories about disability claimants who have gone homeless, postponed medical treatment or even died while waiting for a decision on their benefits.

DDSD, a part of the California Department of Social Services, is totally funded by the federal Social Security Administration. DDSD employees process and

adjudicate 10 percent of the nation's Social Security disability claims.

The hearing is the latest development in Local 1000's 18-month campaign to fix troubles at DDSD. Understaffing, untenable caseloads and a dysfunctional electronic processing system have exacerbated the already lengthy wait times people must endure when they file for Social Security disability benefits.

Since April 2008, analysts and program technicians have lobbied their congressional representatives. In November 2008, DDSD activists also embarked on a plan to create a comprehensive study of DDSD problems which was presented to Filner and other attendees at the hearing.

Local 1000 activists at DDSD have pledged to continue working with both congressional representatives and state legislators to reform their troubled division.

# Local 1000 fights visiting educator outsourcing

## *Legislation, lawsuit target management misdeeds affecting Unit 21*

In addition to a lawsuit filed in January, Local 1000 is supporting legislation to stop the rampant abuse of a program that has turned so-called "visiting educators" into long-term contractors at the California Department of Education (CDE).

Visiting educators are brought in from local school districts to work at CDE, performing the same work as our Unit 21 educational consultants. Assembly Bill 755 will make visiting educators ineligible to use their temporary assignment experience to qualify for promotional or open examina-

tions. Instead they will be returned to their district jobs when their assignment is over.

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**"This lawsuit will establish an important legal principle concerning the proper use of visiting educators."**

**-Anne Giese  
Local 1000 Attorney**

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You can find a sample letter to support AB 755 by going to [seiu1000.org](http://seiu1000.org) and clicking on the Unit 21 button under the bargaining units tab.

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.

"This lawsuit will establish an important legal principle concerning the proper use of visiting educators," said Local 1000 Attorney Anne Giese.

CDE has contacted Local 1000 lawyers to discuss the lawsuit and how to proceed. Local 1000 attorneys hope the lawsuit will generate a meaningful reduction in the number of visiting educator contracts.

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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