

More than 22,000 members return surveys; preparations for bargaining intensify



Diane Koehler (DPH), Margaret Wilson (EDD) and John Krumm (DMV) caucus away from the table during a simulated bargaining session.

Results from more than 22,000 bargaining surveys are being reviewed by members of Local 1000's Bargaining Unit Negotiating Committees (BUNCs) in preparation for upcoming contract negotiations.

"We received more than three times

the response from members compared with 2005," said Yvonne Walker, Local 1000 vice president for bargaining. "We're listening carefully to members' comments and concerns as we build a strategy for bargaining a new contract."

BUNC members were crunching numbers with the help of Local 1000's research and contracts departments to assess key member priorities – and took time to read and review thousands of individual member comments.



"The real power to win a contract comes from demonstrating strength at the worksites."

– Ben Lenz, CalTrans

"Our members can take real comfort from the amount of preparation that goes into negotiations," said Willie Cruz, vice chair of Unit 14's bargaining committee. "Nobody prepares like we do."

BUNC members also visited 11 worksites in just two days, meeting with more than 400 members to discuss the bargaining process and solicit additional member input.

"The response from members was fantastic ... we received more than three times the surveys when compared to 2005."

– Yvonne Walker

Local 1000 vice president for bargaining

A simulated negotiating session enabled BUNC members to develop strategies to promote member priorities at the bargaining table. "This intense session will really help us protect member interests when we sit down with the state," said Rionna Jones, Unit 20 chair.

The contract campaign continues at an early April meeting of the State Bargaining Advisory Council (SBAC) which will focus on further review of the bargaining surveys and preparation for "Follow-up" meetings to be held at worksites throughout the state.



"Our members can take real comfort in the amount of preparation that goes into negotiations."

– Willie Cruz (DOT), vice chair of Unit 14 bargaining committee

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 13.1 - Personnel and Evaluation Materials

Your union contract contains hundreds of provisions designed to protect your rights. **Article 13.1 – Personnel and Evaluation Materials**, defines the procedures for proper access to, and maintenance of, your official personnel file. Your Local 1000 contract guarantees:

- There will be only one official personnel file and, normally, one supervisory work file.
- Information in the employee's files shall be confidential and available for inspection only to the employee's department head or designee in conjunction with the proper administration of the department's affairs and the supervision of the employee.
- An employee or his/her authorized representative may review the files during regular office hours.
- Material related to the employee's evaluation or conduct, attitude, or service shall not be included in his/her official personnel file without being signed and dated by the author, and not before the employee is given an opportunity to review the material, sign and date it.
- The employee shall have the right to insert supplementary material and a written response to any items in the files, which shall remain attached to the material it supplements as long as the material remains in the files.
- Material related to an employee's performance shall be retained in the personnel files for a period specified by each department. Employees may request that materials of a negative nature may be purged after one year or at the time such material is used in a written performance evaluation. When an employee receives written documentation of a negative nature, the supervisor shall note in writing the time frame it will remain in the files.
- The files shall be maintained at a location identified by each department head or designee. Upon request, the State shall identify any supervisory files kept on the employee and the location of each file.

How to take Action

Contact your Local 1000 steward if your rights have been violated. Your steward will work with you and management to determine the best course of action.

For more information regarding **Article 13.1 – Personnel and Evaluation Material**, review your contract by visiting www.seiu1000.org

New research identifies \$1 billion in prison savings

Research just released by Local 1000 identifies more than \$1 billion in savings that can be realized by ending waste and mismanagement in the state's prison system.

Published in *The California Bottom Line* and online at theCABottomline.org, the research outlines three major areas of savings that could be realized by the California Department of Corrections and Rehabilitation:

- **\$561 to \$684 million saved by fully implementing rehabilitation reforms enacted in AB 900;**
- **between \$125 and \$178 million saved by cutting overspending on contracting out in prisons;**
- **up to \$218 million saved by promptly recalculating prisoner release dates, as ordered in two state Appellate Court decisions and one state Supreme Court decision.**

"This research is at the center of our campaign to influence the debate around the state budget crisis," said Jim Hard, Local 1000 president. "We're highlighting our members' ideas that promote more effective and efficient government while reducing the need to cut vital services."

The first edition of *The California Bottom Line*—which outlines how the state is failing to collect an estimated \$8.4 billion in sales, use and income taxes each year—has received widespread interest from legislators, elected officials and the media.

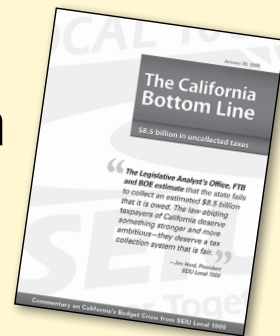
Proposed Unit 1 reorganization 'makes us stronger at the table'

A proposal increasing Unit 1 representation is under review by Local 1000 members in advance of an April vote by the Local 1000 Council. If passed, 25 additional bargaining representatives will be elected to represent professional employees in each of the six major groups of classifications in Unit 1, guaranteeing a greater voice in negotiations.

"This reorganization makes it possible to address the issues of many different classifications," said Cora Okamura, a senior examiner at the Department of Insurance.

"We'll be stronger at the table and more effective in dealing with classification-specific issues in non-bargaining years," said Margarita Maldonado, chair of the Unit 1 bargaining team. "This proposal will enhance representation of professional employees."

Unit 1 members are encouraged to provide feedback on the proposal by logging on to www.seiu1000.org and clicking on "Unit 1 Reorg Pages" or by attending a worksite meeting throughout the state.



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