



"I am undecided because I hate voting to cut everyone's pay, but if I vote against it know things will get much worse."

—**Alicia Ramon**  
Department of  
Social Services



"I like this contract because I don't want to see layoffs – we got the best deal we could."

—**Greg Ignacio**  
Secretary of State's office



"No one is happy about pay cuts, but I'm voting yes, because I am against layoffs, against two furlough days and I'm sick of Arnold Schwarzenegger playing games with our lives."

—**Anna Wagner**  
Secretary of State's office

## Voting begins on new agreement

**Ballots due by March 19**

Meetings on contract ratification continue throughout the state this week as members review and cast their votes on the tentative contract agreement.

At many of the more than 300 scheduled meetings, workers asked detailed questions about the tentative agreement, particularly its provisions protecting Local 1000 members from proposed layoffs and reducing the governor's furlough demand. Many of those workers said they would vote "yes" because they felt the alternative was worse.

"I have mixed, complicated feelings about this," said Mary Sanders, an employee of the Secretary of State's office. "I'm not excited about a pay cut. But I am happy to still have a job when the economy is so bad. I will vote "yes" so we can avoid layoffs, more furloughs and whatever else the governor throws at us."

Members can vote at the meetings or by mail. Ballots were mailed out to all Local 1000-represented employees beginning **March 4** and are due back to Local 1000 by **March 19**. The ratification meetings are scheduled through **March 18**. A list of workplace meetings is constantly being updated at [local1000ratification.org](http://local1000ratification.org) The website also has complete details about the tentative agreement and changes affecting each of our nine bargaining units.

## Three ways to cast your vote

All members can vote on ratification of our tentative agreement by process of secret ballot. Members have three ways in which to cast their vote:

### 1 **Vote by mail**

All Local 1000 members, and fee payers, will receive ballots by mail at their home addresses. Those ballots can be filled out and sent back by mail.

### 2 **Drop ballots off at worksite meetings**

Your ballot can be put in a ballot box at any one of hundreds of worksite meetings taking place up and down the state. Members are encouraged to attend a meeting to learn the details of the tentative agreement and have their questions answered.

### 3 **Vote at a meeting**

Ballots are available at every meeting – you need not bring a ballot from home. Attend a worksite meeting, and use one of the ballots provided.

## Contract Details

Learn all the details about your tentative agreement online at:  
[www.local1000ratification.org](http://www.local1000ratification.org)

### **Attend a worksite meeting!**

You'll also find a complete schedule of meetings by clicking the **meetings** tab

# Tentative Agreement reduces furloughs, freezes employee health insurance contributions & adds layoff protections

## Major contract provisions include:

### Furloughs halved

Our bargaining team negotiated a 50 percent cut in the governor's demand for a 9.2 percent pay cut through unpaid furloughs. Pay will be reinstated to January 2009 levels on July 1, 2010. Instead of mandated furlough days employees will be credited with 8 hours of personal leave per month.

### Jobs protected

Layoffs are limited to when a department or program is eliminated or when entire facilities or offices are closed.

### Health insurance premiums frozen

The tentative agreement increases the state's contributions for health insurance premiums, keeping payments made by most Local 1000-represented employees at 2008 levels.

### Two personal holidays added

Two personal holidays were added each year, in exchange for state holidays on Lincoln's Birthday and Columbus Day. The personal holidays can be used much like vacation days.

### Career development expanded

The state will spend \$1 million to fund a new Joint Labor-Management Trust for continuing education and professional development.

### Other gains & protections

The tentative agreement includes an increase in business travel per diem from \$40 to \$55, a two-year freeze on the rental rates for employees required to live in state-owned housing and the preservation or improvement of 350 separate victories from previous contracts.

## Local 1000 continues fight over any \$6.55 pay cut

Local 1000 and other unions continued their legal battle against the governor's executive order aimed at cutting state employee wages to the federal minimum wage – \$6.55 an hour – if the state budget is past due.

The 2008 pay cut, which was part of an executive order enacted just before Aug. 1, never took effect because of legal opposition from Local 1000, other employee groups and state Controller John Chiang.

Last Thursday Sacramento County Superior Court Judge Timothy Frawley notified attorneys on both sides that he was making a tentative ruling in support of Gov. Schwarzenegger in the dispute over pay cuts.

On Friday, Frawley heard further arguments in the case, but declined to issue a final ruling. Local 1000 and other labor unions involved in the case have said they will file an appeal if Frawley's final decision upholds the governor's contention that he can cut state employees to federal minimum wage.

Local 1000 attorneys have argued that Schwarzenegger's executive order was in direct violation of state Government Code Section 1231, which states that no state employee will incur any change "in his or her salary solely because of the failure to enact a budget act for that fiscal year."

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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