



Fresno members vote on agreement

Local 1000 members at a Caltrans office in Fresno vote on ratification. All over California, members are getting information about the new tentative agreement at meetings like this one. To find a meeting near you, go to local1000ratification.org and click the "meetings" tab.

Learn more about the tentative agreement

Complete information on the proposed contract is available from a number of sources.

Details online

A new website—local1000ratification.org—is now online. It features an overview and highlights of the tentative agreement, unit-by-unit recaps of changes in contract language along with a downloadable copy of the complete proposed contract. Also available: a searchable database of worksite meetings for you to attend. Detailed information is also available at seiu1000.org

Channel 1000

For breaking news on ratification and other Local 1000 issues, watch the Channel 1000 news online 24/7 at channel1000.org and seiu1000.org

Worksite meetings

Attend one of more than 300 worksite meetings to learn about our tentative agreement and to get your contract questions answered. The state offers up to one hour of release time to attend. To find a meeting near you visit: local1000ratification.org and click the "meetings" tab.

Ratification vote: Frequently Asked Questions

1 I thought the contract protected me against layoffs. Why did I get a layoff notice?

Employees have not received layoff notices. What they received was a surplus letter. The governor sent surplus letters to 20,000 state employees with the lowest seniority. Under Local 1000's tentative agreement, employees are protected from layoffs unless their office or agency is closing down. Local 1000 employees who receive surplus letters will have priority in obtaining new positions.

2 With the new layoff language, when does the 50 mile/10 percent provision apply?

If a department uses layoffs to reduce their budget, then Local 1000-represented employees must be offered a position within 50 miles and 10 percent of their current salary.

3 Why did Local 1000 agree to language that gave workers the Mandatory Personal Furlough Leave Program (MPFLP) in departments not subject to the governor's two-day furlough program?

Regardless of whether or not a department would be subject to furloughs, Local 1000 negotiators wanted to protect all employees from layoffs. The governor signaled during negotiations that he would cut the budget of all departments of constitutional officers by 10 percent if his furloughs were not implemented; he followed through on this threat. Now, because of layoff language in the new tentative agreement, only Local 1000-represented employees are protected from layoffs that can result from the governor's 10 percent budget cut order for constitutional officers' departments.

4 My department's budget does not come from the state's general fund. Why reduce my salary and cut funding for my department if it does nothing to solve the budget deficit?

Governor Schwarzenegger has issued an across-the-board executive order that affects ALL state employees – including those whose salaries are NOT paid out of the general fund. Local 1000 has been fighting this and still is trying to defeat this effort. But the Governor has it set in his mind that across the board furloughs will save the state money. He also argues that he has the authority to make these cuts and so far the courts have agreed with him. He has indicated that if he cannot furlough all state workers he will lay off thousands of us. Local 1000's tentative agreement includes the best protections we

...more FAQs on back



could get to prevent massive layoffs of the workers we represent. In order to reach an agreement with these protections, we had to accept some compromises such as the temporary 4.6 percent pay cut and the Mandatory Personal Furlough Leave Program.

5 Why was my February pay reduced by 9.2 percent?

CHP workers vote
California Highway Patrol employee Linda Lacuna listens at a ratification meeting.

The state will apply the two mandatory furlough days a month, with the corresponding pay reduction, until our new contract is ratified by the Local 1000 membership, the Legislature and signed into law by the governor. Once our new contract is signed into law, the Mandatory Personal Furlough Leave Program will take effect. The state controller will work with departments to ensure the MPFLP is implemented according to our contract. At such time, employees will be made whole.



Oakland DMV meeting
DMV workers in North Oakland participate in a lunchtime ratification meeting.

9 What happens if members don't ratify the contract?

If Local 1000 members reject the tentative agreement, the governor will most likely seek further reductions and take-aways. In fact, there is no guarantee that the governor and his state negotiators will go back to the bargaining table with Local 1000.

In addition, we would lose everything that was negotiated by our bargaining team over the last nine months. Employees will be subject to the governor's two day per month mandatory furloughs, his permanent elimination of two state holidays, and the elimination of all leaves towards overtime calculations.

10 How will the Institute for Quality Public Services work?

The Institute represents a new benefit for Local 1000 members. The purpose of the Institute is to administer continuing education and professional development programs for SEIU Local 1000 members. The state will contribute \$1 million dollars to a trust fund to establish the Institute.

A Joint Labor Management Committee (JLMC) of state representatives and one union representative per bargaining unit will administer the fund. Once the JLMC meets, more information will be available on how members can take classes.

6 How does the health care proposal affect me?

Once the contract is ratified by Local 1000 members, the Legislature and signed into law by the governor, you will be credited the following employer premium contribution if you are enrolled in the Blue Shield Access+, Blue Shield Net Value or Kaiser HMO plans:

Single	2-party	Family
\$13.78	\$29.96	\$43.72

7 What will happen to my dues?

Dues are calculated at 1.5% of your pay. So if your pay goes down, so do your dues. For most represented employees, your dues will be reduced proportionately to your 4.6% monthly pay reduction for the term of the contract. The exception is if you gross more than \$6,000 a month and are paying the dues maximum (\$90 per month), you will continue to pay the maximum.

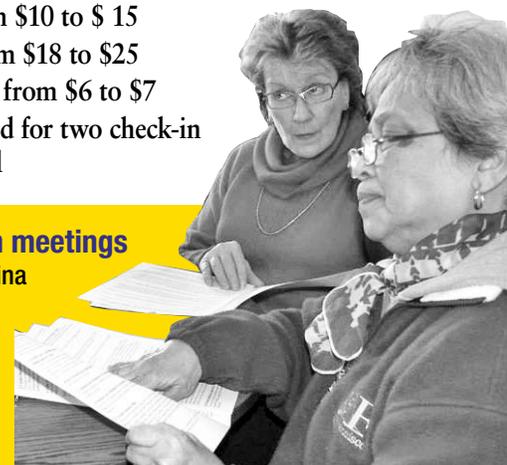
8 How does the new overtime requirement work?

Sick leave will no longer be counted for the calculation of overtime. Unlike recently passed legislation which exempts all leaves from overtime calculations, all other leaves will continue to be counted toward overtime for Local 1000-represented employees.

11 What improvements were made to the Business and Travel Section?

The per diem rate for those who are required to travel was increased from \$40 per day to \$55. The change to the daily reimbursement rate is broken down as follows:

- Breakfast increased from \$6 to \$8
- Lunch increased from \$10 to \$15
- Dinner increased from \$18 to \$25
- Incidentals increased from \$6 to \$7
- Reimbursement added for two check-in bags during air travel



Statewide ratification meetings

Anne Manley (L) and Cristina Candelaria, of the CHP office in Castro Valley, scrutinize tentative agreement information at a worksite meeting.

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

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