

## Local 1000 turning up the heat on outsourcing

### **SPB disapproves IT contracts worth \$2.2 million**

Contracts totaling more than \$2.2 million dollars were overturned by the State Personnel Board last week on challenges by Local 1000. In February, 20 of the 24 outsourcing contracts challenged by Local 1000 were ruled illegal – a success rate of just more than 83 percent.

“We’re battling wasteful outsourcing on several fronts,” said Jim Hard, Local 1000 president. “Besides challenging illegal contracts, we’re testifying at the Capitol and meeting with the state’s new Chief Information Officer, Teri Takai.”

### **Local 1000 testifies today at Assembly Hearing**

Local 1000 members are testifying today at a joint legislative hearing – called at Local 1000’s request – about the state’s growing reliance on information technology (IT) contractors. Since 2003, IT contracting has grown more than 300 percent and now costs \$3.4 billion, according to Local 1000 research.

Local 1000 research estimates the state spends \$881,000 each day on IT contracts - \$320 million in a typical year. The typical cost to employ an IT contractor exceeds \$218,000 per year, while the state’s cost to employ an IT worker is \$98,985.

***“Outsourcing causes the state to lose institutional knowledge and makes us more reliant on expensive, for-profit contractors.”***

***- Margarita Maldonado,  
Chair, Bargaining Unit 1***



### **State CIO says contractors twice as expensive**

Teri Takai, the state’s new Chief Information Officer, has stated that selective insourcing reduces public costs for IT services because contractors typically cost twice as much as state workers.

In a meeting held last week with a delegation of Local 1000 IT workers to discuss outsourcing, Takai said “We must find a balance.”

## **Mold and water force evacuation of workers**

For the second time in a week, workers were evacuated from state buildings due to health and safety issues.

Workers at the Board of Equalization (BOE) headquarters in Sacramento found a water leak in the 11th floor air conditioning system March 4. On March 7, damage had extended to the 10th floor, forcing employees to evacuate both floors.

Water has led to numerous problems at BOE. In October, the building’s top three floors were vacated after mold was discovered growing on walls. From 1999 to 2005, seven window panes crashed to the street. Water leaking into the building caused the window gaskets to fail.

“A handful of workers say tear the building down and start over,” said Bobbi Smith, Local 1000 chief steward at BOE.

***“We’ll do whatever it takes for workers to be safe.”***

***—Jim Hard, Local 1000  
president***

On March 6, about 350 employees from the Department of Housing and Community Development were told to stay away from work because mold was discovered in their Sacramento building.

Local 1000 President Jim Hard says SEIU International Health and Safety experts have been investigating mold in state buildings.

“Hopefully, we’ll find out these molds are harmless,” Hard said. “We’ll do whatever it takes for these workers to be safe, including bringing in experts, filing grievances and bringing litigation if needed.”

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

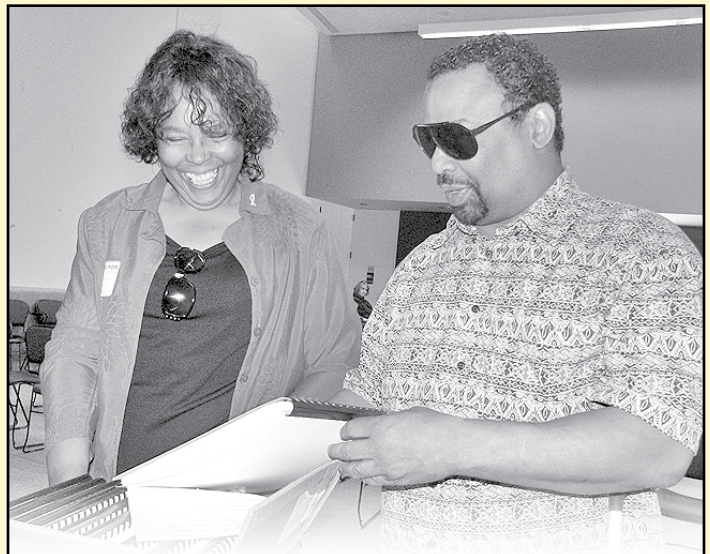
### Article 10 - Health and Safety

Your union contract contains hundreds of provisions designed to protect the right of workers to safe and healthful working conditions. **Article 10 – Health and Safety** of your union contract gives you the right to:

- A safe and healthy working environment.
- Request an inspection of the worksite by making a complaint about unsafe or unhealthy working conditions to the Division of Occupational Safety and Health. DOSH will keep the name of the person who makes a complaint confidential.
- Form joint union-management health-and-safety committees in your department and serve on state time.
- Receive training in general safe work practices and specific training with regard to hazards unique to any job assignment.
- Be given information the employer has about potential health hazards of materials and chemicals a worker uses or may be exposed to.
- Refuse to perform work which would violate the labor code or a Cal/OSHA standard or order in which such violation would pose a real and apparent hazard to your health.
- See the employer's log of Occupational Injuries and Illnesses, Cal/OSHA Form 200.
- Watch the employer monitor and measure harmful substances in the workplace that are subject to Cal/OSHA standards.
- Protective clothing to protect your clothing from damage or stains, and safety equipment such as goggles, helmets, safety harnesses and turnout gear.
- Training on infectious diseases.
- Precautions against exposure to the AIDS virus for Department of Corrections employees.

#### How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you, management and your contract to determine the best course of action including whether or not to file a grievance. For more information regarding Article 10 – Health and Safety, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org).



#### Local 1000 delivers Braille contract

Marcus Graves, a receptionist at the California School for the Blind in Fremont, receives the first-ever braille copy of the Local 1000 contract from Yvonne Walker, Local 1000 vice president for bargaining. "I feel empowered – I've been a member for 12 years, but until now could never read our contract," said Graves. Not only a first for Local 1000, the new document is believed to be the first union contract in the United States to be printed in Braille.

### Arbitrator says unguarded prison clinics unsafe for workers

Dental assistants and dentists in state prisons are going to be safer after an arbitrator ordered the state to assign a correctional officer to guard at all prison dental clinics. The ruling settles a grievance filed by Local 1000 on behalf of dental assistant Jennifer Mello who complained that the dental clinic at Pelican Bay State Prison in Crescent City has become unsafe since the court-appointed federal receiver eliminated the Medical Technical Assistant (MTA) position in June 2007.

Noting that "sharp instruments are close at hand and in full display," arbitrator Fred D'Orazio ruled that the federal court receiver erred last year in eliminating protections for clinic workers. "It cannot be said that the clinic is a safe place to work," D'Orazio said in his ruling. "There is no longer a deterrent factor," and ordered correctional officers to fill that void.

"The mere presence of a custody officer there will deter inmates from engaging in violent behavior as it has in the past," D'Orazio wrote. "The state has admitted that it has the resources to provide a correctional officer to the clinic."

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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