

Local 1000 members pressing state for reclassification on numerous fronts

Local 1000 is pressing the state on several fronts to reclassify thousands of state workers who have been held up for years by the states' job advancement structure.



Employees from the DMV office in Irvine pose with Yvonne Walker, Local 1000 vice president for bargaining, after an event to encourage workers to take action on reclassification.

At DMV, negotiations with the Department of Personal Administration have stalled, so workers are taking direct action at their worksites.

"We're frustrated with the state's actions," said Deleon Secrest, who works at the DMV's Compton Industry Service Center. "We're taking action at work sites throughout the state, we're taking solidarity breaks and filling out petitions to force the state to bargain in good faith."

Thousands of program technicians are joining together to fight for reclassification.

"I wasn't even involved six months ago," said Sophia Perkins, a Department of Health Services program technician. "Now I'm working on desk audits and grievances to make sure the state moves after 10 to 15 years of no action."

Local 1000's IT bargaining team has begun negotiations on the state's proposal to reduce IT classes by more than half and begin a new exam and selection process.

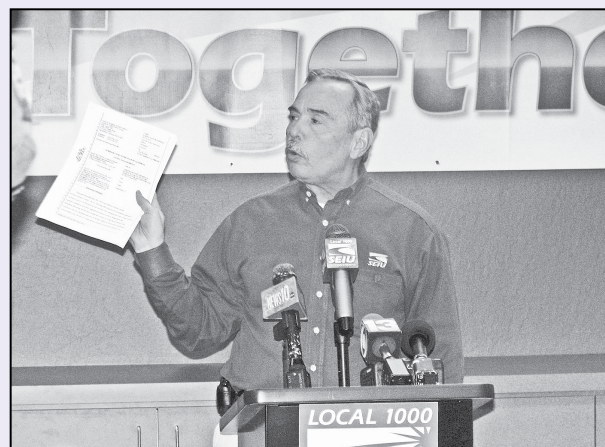


Local 1000 program technicians fill out desk audits and grievances to pressure DPA for reclassifications.

"Our goal is to make the reclass and testing process fair, fast and flexible," said Rick Gadbois, a systems software specialist at CalPERS. "But we have real concerns around pay equity, classification structure and the testing process, and we're going to fight to make sure we make progress on this important issue."

Local 1000: Stop scapegoating workers in prison snafu...

Local 1000 President Jim Hard talks to the news media on March 27 about concerns that the California Department of Corrections and Rehabilitation (CDCR) blamed the release of bank robber Sara Jane Olson on a "clerical error" by union workers. CDCR changed its tune after a Local 1000 investigation found that supervisors and administrators reviewed Olson's file four times since December. "This is nothing but a political cover-up to scapegoat our union members," Hard said. "Governor Schwarzenegger doesn't want the public to see there is a massive structural problem with the sentencing and release system. He and CDCR would rather point the finger and let somebody else take the blame."



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YOUR UNION CONTRACT PROTECTIONS

How to file an out of class grievance

Article 14.2 – Out of Classification Grievances

An employee is working “out-of-class” when they spend more than 50 percent of their time, over the course of two consecutive weeks, performing duties and responsibilities associated with a higher level existing classification.

Out-of-class claims not resolved at the department level may be resolved by the Department of Personnel Administration (DPA) provided there is substantial evidence that an employee is working out-of-class. Out-of-class grievances are among the most difficult to win in arbitration.

The Out of Class Grievance Process

Out-of-class claims must be made no more than 21 days (or 60 days for Unit 21 members) after the disputed work has ceased. If the out-of-class work is ongoing, the grievance is always timely.

A DPA Desk Audit is at the center of any work out-of-class claim. Before a grievance alleging out-of-class work can be filed, a Desk Audit must be completed. Use only the *definition* and *typical* task sections of your job specification. Duties that overlap may not be used in claiming out-of-class work.

Here’s what you need to include in your DPA Desk Audit form:

- List the duties that you feel are out-of-class work.
- Look for those duties in the SPB job specifications of the higher paid position.
- Look for those duties in your existing SPB job specifications.
- Determine whether those duties found *exclusively* in the higher paid specification are done more than 50 percent of the time over two consecutive work weeks.
- Provide evidence to support your claim, which include:
 1. Time sheets or other time keeping records.
 2. Work product reports illustrating time spent doing the work.
 3. Statements from supervisors and/or co-workers supporting your claim

How to take Action

When you have completed your DPA Desk Audit, contact the Local 1000 Union Resource Center. An analysis will be performed of your claim, and if it is determined to have merit we will work together to take action, first with your supervisor, and ultimately to a grievance.

For more information Article 14.2 – Out of Classification Grievances, review your contract by visiting www.seiu1000.org

Assembly to hear legislation monitoring state contracts

Legislation requiring state departments to report all contract expenditures so that they can be compared to the cost of state employees doing the work will be heard by the Assembly Business & Professions Committee on April 9.

Committee Chair Mike Eng (D-Monterey Park) is sponsoring the legislation—AB 2603—following Local 1000 testimony detailing how the explosion in unwarranted and potentially illegal contracts for computer technology goes largely un-policed by the state.

Bargaining Unit 1 Chair Margarita Maldonado told Eng’s committee at a March 12 hearing that the state could “save up to \$100 million annually by reducing its reliance on IT contractors.”

Local 1000 member Stephen McVeigh, an information system analyst with the State Compensation Insurance Fund (SCIF), testified before an assembly committee. He said IT contracts must receive more scrutiny.



“The more we spend on contracts, the less we spend on oversight,” Eng said. “If there were no SEIU ... these complaints may never have seen the light of day.”

At the March 12 hearing, committee members heard testimony that the State Personnel Board has either found contracts invalid or directed the state to replace contract employees with civil service staff in 72 percent of the cases brought by Local 1000.

In her testimony, Maldonado presented Local 1000 research detailing how IT contracts have tripled from 1,800 in 2003-04 to 5,500 in the first eight months of 2007-08.

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

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