

## Members set bargaining priorities; follow-up meetings begin April 15

Preserving hard-earned retirement benefits, keeping a lid on insurance costs, and preventing wasteful outsourcing of state work were among the top-rated priorities identified by members in their bargaining surveys.

More than 250 member-elected District Bargaining Unit Representatives (DBURs) learned the results from 21,275 surveys at a meeting of the Statewide Bargaining Advisory Council, and will return to worksites beginning April 15 to share the results and get input from members in a series of "Follow-up" meetings.

"We'll be soliciting additional member feedback and will further refine our bargaining strategies to reflect what's most important to our



members," said Yvonne Walker, Local 1000 vice president for bargaining.

Another key issue discussed by Local 1000 bargaining representatives: the looming battle to break the insurance industry's stranglehold on CalPERS and our health care premium rates. The bargaining advisory council also adopted procedures for

submitting pay equity adjustments.

In February, more than 10,000 members attended "Listen-Up" meetings and shared their comments and concerns about the upcoming contract negotiations. "The 'Listen-Up' meetings really changed the way members look at Local 1000," said Victoria Jones, a bargaining representative from the State Compensation Insurance Fund in Petaluma. "Talking with state workers about their jobs gave them a real positive feeling about the union and what we do.

### Bargaining Survey Results

#### What members are saying about their bargaining priorities



# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Weingarten Rights

#### Your Right to Representation

If you are called into a meeting with your supervisor or manager and believe the meeting or the information gathered in the meeting may result in discipline, you have specific representational rights – known as Weingarten rights - summarized below:

- You have the right to have a union steward present.
- If you want a steward present, you must request it.
- If you do not know why your manager wants to meet with you, ask if it is a meeting that could result in disciplinary action.
- If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting and respectfully decline to answer questions until your union representative is present. If the supervisor or manager insists that you answer questions you must do so. Take careful notes. Once the meeting is over call your steward at once.
- You have the right to speak privately with your steward before the meeting and during the meeting.
- Your steward is not just a witness and has the right to play an active role in the meeting.

#### This statement could save your job:

*“If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my steward be present at the meeting and before I answer any questions.”*

However, if you are specifically ordered to proceed with the investigation/interview even without your representative present, politely restate your objection and remember the general rule of *“okay now, grieve later.”*

#### 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 Weingarten rights visit [www.seiu1000.org](http://www.seiu1000.org)

## Local 1000 news conference stops CDCR blame game

After a Local 1000 news conference revealed evidence that CDCR administrators had mistakenly approved the release of bank robber Sara Jane Olson, the California Department of Corrections and Rehabilitation (CDCR) backed off on disciplining three case records analysts.

The controversy began when CDCR administrators announced March 24 that Olson’s early release from the women’s prison in Chowchilla was due to “clerical error.”

Local 1000’s own investigation showed that prison managers and CDCR administrators in Sacramento had reviewed the Olson file four times in three months before her release. Just hours after Local 1000 President Jim Hard released the findings at a news conference, CDCR administrators admitted that Local 1000 was right, telling several media outlets that mistaken release occurred despite “multiple” managerial reviews.

“CDCR tried to scapegoat our members,” Hard said. “We exposed the facts and they backed off because we were able to get the truth on television and in newspapers.”

## DJJ pension cuts reversed

Local 1000 forced reversal of a DPA decision cutting pensions for 19 recently retired Division of Juvenile Justice (DJJ) teachers.

The victory also improves retirement benefits for more than 100 current teachers who worked at DJJ in 2006, when the agency changed its school year calendar and required instructors to teach an entire year during the transition instead of the standard nine months.

Those who retired had used 2006 as their top earning year for calculating pensions. DPA reduced employees’ 2006 pay rates—used for pension calculations—to nine months rather than 12 months of pay, reduced retirees’ monthly pensions and deducted the alleged overpayments from their reduced pensions.

Local 1000 convinced CalPERS to reverse DPA by producing documentation that using 12 months of pay was accurate, that pensions should be restored to previous levels and employees should receive refunds for all DPA-ordered deductions for alleged overpayments.

“The key is that we protected retirement benefits for an entire class of employees,” said Cindie Fonseca, Bargaining Unit 3 chair.

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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