

Local 1000 demands DPA enforce layoff protections

Local 1000 is demanding to meet with the state to explore possible alternatives to layoffs in accordance with the provisions of our contract and state law. On Thursday, Gov. Schwarzenegger said he plans to lay off 5,000 state workers from agencies supported by the General Fund.

Cost savings plan

Following the governor's announcement that the state is facing a \$21 billion budget deficit, Local 1000 President Yvonne Walker called on the governor to get serious about cost-savings proposals and increased efficiency plans developed by our members since early last year.

"Local 1000 recognizes the seriousness of the state's financial crisis," Walker said. "The governor said 'If

you have ideas, come forward with a paper and pencil.' Local 1000 is ready to meet with the governor right now to talk about the \$9.5 billion in potential savings and efficiencies we've been promoting for the past 18 months."

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Local 1000 president

Wasteful outsourcing

Most of the layoffs – 3,660 – will come from the California Department of Corrections and Rehabilitation

(CDCR). The Department of Personnel Administration (DPA) has not released specific details. Local 1000 has filed a demand letter insisting that the state comply with our contract and release the names of employees subject to layoff so they can be given the opportunity to transfer to other state jobs.

Selling SCIF

The governor has also called for closing or consolidating 12 agencies, including selling off a portion of the State Compensation Insurance Fund (SCIF) to the highest bidder.

To get further information about layoff protections and to keep up with the latest news about the budget crisis, go to seiu1000.org and watch the Channel 1000 News.

Members keep pressing Niello to back our contract



More than 120 Local 1000 members protest outside a Volkswagen dealership in Sacramento owned by Assembly member Roger Niello after he urged fellow legislators not to vote for AB 964, the bill containing our ratified contract.

Layoff protections for state workers

State employees have numerous rights that may protect them from or lessen the impact of Gov. Schwarzenegger's order laying off up to 5,000 state employees.

- Each department must notify Local 1000 a minimum of 60 days prior to its intended date of layoffs and must, at minimum, meet and confer with the union over possible alternatives that could reduce or eliminate employees being laid off. Local 1000 has not received this written notice from any department.
- Employees who are being laid off will receive an actual layoff notice a minimum of 30 days prior to the effective date of the layoff.
- Each department is required to send notices of potential layoffs (also called SROA letters) to at least three times the number of employees it anticipates having to layoff; these notices must go out a minimum of 120 days prior to layoffs being effective.
- Employees receiving notices of potential layoffs (SROA letters) are given preferential consideration for vacant positions, for which they meet the minimum qualifications, in all state departments; this, however, is not a job guarantee.
- No 30-day layoff notice can be effective until the employee has been in receipt of a notice of potential layoff (SROA letter) for, at least, 90 days.
- All employees who receive a layoff notice have the right of transferring or demoting to a position for which they meet the minimum qualifications and they have more seniority than the incumbent.
- Any employee who is displaced by a laid off employee shall have the right of transferring or demoting to a position for which they meet the minimum qualifications and they have more seniority than the incumbent.

For more information about your protections against layoffs or if you have received a notice from your department, call your nearest the Local 1000 Union Resource Center; a complete list of URCs can be found at www.seiu1000.org

KNOW YOUR RIGHTS

Contract protections for employees facing layoffs

Affected employees may be offered a transfer or demotion in lieu of layoffs. (Article 16.1.E)

- Layoffs must be accomplished by seniority—least senior employees first. (Article 16.1.B)
- Employees who will actually be laid off will receive a notice of layoff at least 30 days prior to layoffs. (Article 16.1.C)
- The state will meet with the union to seek alternatives to or to reduce the effects of layoffs. (Article 16.2 & 16.3)
- Laid off employees shall be provided Employee Assistance Program services for up to six months. (Article 16.5)

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

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