

We're fighting budget battle on many fronts

Member rallies, petitions, lobbying making a difference at Capitol

Pay cut stopped in first vote

Legislators may reconsider 5% reduction

After weeks of intense lobbying by Local 1000, the Joint Legislative Budget Conference Committee voted last Thursday to table the five percent pay cut for state workers proposed by Gov. Schwarzenegger.

While voting against the pay cut, Committee Chair Assemblywoman Noreen Evans (D-Santa Rosa) said that the committee could look at the proposal later in the budget process – which means that our campaign continues.

“We won the first round but this battle is far from over,” Local 1000 President Yvonne Walker said. “We need our members to keep fighting and to tell their legislators that we have sacrificed enough. We need to tell them that before the governor even thinks about any more drastic cuts, the state needs to stop wasting money on costly, inefficient contracts.”

We will keep up the pressure

Over the past few weeks, thousands of members have lobbied their legislators in person, by phone, letter and e-mail, and hundreds of members have rallied at the Capitol. Local 1000 has also gone on the offensive in our legal battle to exempt as many employees as possible from the furloughs. Walker said that we need to keep the pressure on legislators, especially Republicans, to reject the pay cut scheme and approve the contract we overwhelmingly ratified in March.

In Thursday's vote, four Republicans backed the pay cut, which would have come on top of the 9.2 percent reduction from Schwarzenegger's two furlough days. Senators Dutton (Rancho Cucamonga), Walters (Laguna Hills), and assembly members Nielsen (Gerber) and Niello (Fair Oaks) – all cast votes to take away another five percent of our income.

Gov. cancels recent contracts

Fight continues for full review

Pressed by Local 1000, Gov. Schwarzenegger recently issued separate executive orders canceling some recent state contracts and creating a new website designed to increase transparency of state outsourcing deals with private vendors.

Media gives Local 1000 credit

Statewide media reports attributed the governor's actions to Local 1000's fight against wasteful outsourcing. Our campaign has identified \$350 million in overpriced contracts.

Schwarzenegger's orders are far short of Local 1000's call for a comprehensive review of all \$34 billion in state vendor contracts. His new plan for contracting transparency is not as comprehensive as the Local 1000-sponsored legislation, AB 756, carried by Assemblyman Mike Eng (D-Monterey Park) which passed the full Assembly with bipartisan support.

“The governor's pronouncement does nothing to determine whether more than \$34 billion in private contracts are tax dollars that are well spent,” said Yvonne Walker, Local 1000 president. “These contracts need to be subjected to a thorough review, not just a summary posting on a website. We need to know if this is work that actually needs to be done,

whether it is being done at a reasonable cost, and whether there was favoritism in the awarding of contracts.”

A paid media campaign of 30-second spots, launched by Local 1000 and the SEIU State Council calls for a balanced approach to solving the state budget crisis.



KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 6 - Grievance and Arbitration

Your union contract contains hundreds of provisions designed to protect your rights. **Article 6 – Grievance and Arbitration** – defines a grievance as a dispute involving the interpretation and enforcement of the terms of the contract, and guarantees your right to fair and timely resolution.

Grievances should be discussed informally with the employee's immediate supervisor who must give a response within seven calendar days.

Step 1: If an informal grievance is not resolved satisfactorily, a formal grievance may be filed in writing no later than twenty-one calendar days after the event being grieved.

- Written grievances must include a description of the alleged violation, the specific act(s) causing the violation, and the specific remedy being sought.
- The department must respond in writing within twenty-one calendar days of receipt of the formal grievance

Step 2: If the grievant is not satisfied with the written response, a written appeal may be filed with the department within twenty-one calendar days after receipt of the written response. The department must respond in writing to the appeal, with a copy sent concurrently to Local 1000 headquarters.

Step 3: If the grievant is not satisfied with the decision rendered at Step 2, an appeal may be filed within 30 days to the Department of Personnel Administration (DPA). A response is due from DPA within 30 days.

Step 4: If the grievance is not resolved at Step 3, Local 1000 has the right to submit the grievance to arbitration. An arbitrator will be mutually selected by DPA and Local 1000.

How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you and management to determine the best course of action. Remember – grievances must be filed within twenty-one calendar days from occurrence in order to be considered. For more information regarding **Article 6 – Grievance and Arbitration**, review your contract by visiting www.seiu1000.org

Multiple lawsuits fight gov's furlough order

Recent filings would exempt employees in special fund departments and SCIF

This week, Local 1000 filed two lawsuits: one to protect employees in 68 special and federally-funded departments from the governor's unlawful furlough order; the other seeks to exempt SCIF employees from the governor's furloughs.

The special fund lawsuit, filed in Alameda County Superior Court, asks the court to exempt Local 1000 members because furloughing employees in positions paid from sources other than the General Fund does not accomplish the purpose of the governor's executive order — reducing the General Fund deficit.

The Local 1000 lawsuit differs from other lawsuits filed on this issue because it affects more departments, more people and people who earn lower wages.

“Winning lawsuits is not about being first ... it's about being right.”

—Paul Harris

Local 1000 Chief Counsel

The State Compensation Insurance Fund (SCIF) lawsuit, filed in San Francisco Superior Court asks the court to specifically exempt SCIF employees because the California Insurance Code, which governs SCIF, exempts State Fund from “staff cutbacks,” and our lawsuit asserts that furloughs amount to staff cutbacks.

Progress on earlier lawsuits

Two other lawsuits, affecting furloughs for all members, continue through the courts. One challenges the governor's authority to unilaterally impose furloughs on state workers. It is on appeal. The other argues that DPA's implementation of the furloughs was wrong and violates state administrative requirements. A court hearing, held last week, allows this second suit to proceed to trial.

“Winning lawsuits is not about being first ... it's about being right,” said Local 1000 Chief Counsel Paul Harris.

“These lawsuits are about protecting our members because the Legislature has refused to sign our ratified agreement,” Harris continued. “As a union, it's our job to protect not just some, but all of our members. And that's what we're doing with these lawsuits.”

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

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