



Thousands attend Capitol rally for state workers and the services they provide.

Minimum wage

Local 1000 takes action to block the governor's bad choice

Local 1000 is fighting the governor's minimum wage order at the bargaining table, in the Legislature and the courts.

"This can still be settled at the bargaining table," SEIU Local 1000 President Yvonne Walker said. "Our negotiators have been meeting with the state for the past week and half and are ready to meet day and night to reach a settlement that will avoid minimum wage, protect our long-term retirement security and help the state get through this budget crisis."

Local 1000 continues to push for a continuous appropriation even though legislators have left Sacramento. This week members and staff will lobby all 39 state senators, in their district offices, urging them to return to the Capitol and vote for AB 1699—the Local 1000-sponsored bill ensuring the state can continue to pay its bills, including state employees' salaries.

AB 1699 has already passed the Assembly by a two-thirds margin. Walker said state workers' letters in support of AB 1699 are a critical part of the union's lobby effort. Go to seiu1000.org for a sample letter that can be sent via e-mail.

Local 1000 Chief Counsel Paul Harris says a recent Court of Appeal ruling affirming the governor's 2008 minimum wage order doesn't take effect for 30 days, leaves open numerous questions about the legality of the governor's current minimum wage order and that "this issue is not yet settled" in the courts. "We'll continue to intervene on behalf of the Controller's challenges to the minimum wage order," Harris added.

For the most up-to-date information on Local 1000 actions to avert minimum wage, go to seiu1000.org



Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

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Know Your Rights

Layoff Protections

State employees have numerous contract rights that may protect them from, or lessen the impact of, a layoff notice.

60, 30 and 120-day notices

- 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 employee layoffs.
- 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.

Preferential consideration for vacancies

- 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.

'Bumping' rights for laid-off employees

- Employees have primary demotional rights to lower classes in their class of layoff, whether or not they served in the classes. They must, of course, have sufficient seniority to "stick" in one of the classes.
- In addition, employees have personal demotional rights to classes in other series in which they served if the layoff department uses the classes in the area of layoff and the employee has sufficient seniority to "stick."
- Any employee who is displaced by a laid off employee shall have the same rights as described above.

If you have received a layoff notice from your department, contact your job steward or the Local 1000 Resource Center at **866.471.SEIU (7348)**.



State Worker Pledge

Thousands of Local 1000 members gathered at the June 30 rally at the Capitol and pledged to elect a governor and Legislature that supports state workers and the programs state workers provide, and to build a new and different union.

"I pledge to elect a governor who respects state workers and supports the essential services I provide.

"I pledge to help in the General Election to help elect a two-thirds legislative majority that understands the work I do and will support the program I deliver.

"I pledge to stand in solidarity, with all Local 1000 members, as we build a new and different kind of union.

"I pledge to build a California that works for all Californians because – **together – we are California.**"