

Local 1000 secures two big wins for nurses

Pay parity bill signed; arbitration victory announced

Two big victories affecting thousands of Local 1000-represented nurses and health care workers were announced last week: an arbitrator found that the state violated our contract by denying prison health care employees equity adjustments; and, Governor Schwarzenegger signed a pay parity bill (AB 3043) that will give raises to nurses and other health care professional workers in three key departments.

"These two victories really show Local 1000's representational strength and prove that we can fight for our nurses and other health care workers on multiple fronts and win," said Unit 17 Chair Nancy Lyerla. "Even at a time when there is a \$15 billion dollar budget deficit and we are negotiating a new contract, we are still strong enough to score wins in arbitration and in the Legislature."



and Rehabilitation equity pay raises required in our 2006 contract. The state claimed that pay adjustments ordered by the federal court-appointed receiver invalidated equity provisions in our contract.

Arbitrator C. Allen Pool agreed with Local 1000 that the federal action did not address these provisions. "The employees at issue shall be made whole for all lost income and benefits," Pool ordered.

AB 3043 provides parity pay increases for about 3,000 health care workers - mainly registered nurses

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Nancy Lyerla, R.N.
—Chair, Bargaining Unit 17

and licensed vocational nurses - who work in the departments of Mental Health, Veterans Affairs and Developmental Services. Those three agencies have severe staffing shortages because workers in patient care are underpaid compared to CDCR and other medical facilities outside state service.

The July 2 arbitration win stems from the state's unilateral decision that refused to give health care workers in the California Department of Corrections

Contract negotiations resume — get ready to act up

Local 1000 negotiating teams returned to the bargaining table on Monday – at the same time state legislators are working to solve a \$15 billion deficit and pass a budget that will clear the way for our new contract.

"We demand respect and deserve value for the quality work we do."

Margarita Maldonado
—Chair, Bargaining Unit 1

The state rejected Local 1000's proposal for a 7.5% salary increase on June 27, and is attempting to gut our protections against discrimination and sexual harassment.

"I hope their negotiating team is ready to do some serious work," said Margarita Maldonado, Chair, Bargaining Unit 1. "We will be more creative in our proposals at the bargaining table and more aggressive in securing a fair contract for our members."

At the same time, Local 1000 will continue to press the fight with increased workplace actions and a public roll-out of our "Value Us!" message. Members will lobby the governor and key legislators who are at the core of solving the state's budget crisis.

"Hard-working state employees are the backbone of California's essential public service, and we demand respect and deserve value for the quality work we do," said Maldonado.

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

As our bargaining teams work to secure a fair contract, your rights to take action in support of Local 1000 are protected by California state law and provisions in our union contract. If you are ever prevented from exercising your right to participate in any way, contact your Local 1000 job steward.

Your protected rights to support your union

Express your union beliefs	Your right to support the union and to express pro-union opinions to other employees and to management. (Government Code section 3512 et seq. – “Dills Act”)
Wear your union colors	Your right to wear buttons and stickers, and to wear union clothing. (Dills Act)
Display union materials	Your right to post and display union materials inside your workspace. (Dills Act)
Distribute union materials	Your right to distribute union materials during non-work time. (Contract Article 2.4)
Post union materials	Your right to display union materials on appropriate bulletin boards. (Contract Article 2.4)
Attend union meetings	Your right to attend union meetings on non-work time. (Contract Article 2.5 and Dills Act)
Picket and demonstrate	Your right to picket or demonstrate in support of the union during non-work time. (Dills Act)

Mileage Allowance Increases

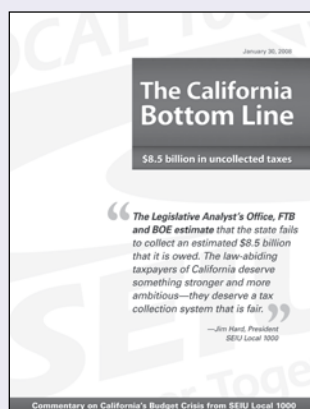
State employees are feeling some relief in the rising price of gas as reimbursement for mileage expenses increased to .585 cents per mile, up from the previous .505 cents per mile. The change was effective July 1.

Your contract specifies that “use of a privately owned vehicle on state business ... be reimbursed at the Federal Standard Mileage Rate.” This language was changed in the 2006 contract from a previous fixed rate that didn’t recognize the increasing cost of operating a vehicle.

Tax Amnesty Moves Forward

Member Ideas Help Solve State Budget Crisis

A tax amnesty suggested by Local 1000 in January – a plan that could bring as much as \$1.5 billion in uncollected revenue – was approved by the Legislature’s conference committee last week. The plan, which would help close the state’s \$15 billion budget deficit, grew out of a number of revenue-generating ideas submitted by Local 1000 members.



“Local 1000 is committed to finding creative solutions to the state’s fiscal problems,” said Local 1000 President Yvonne Walker. “As state workers, it is important for us to use our firsthand knowledge of government operations to find ways to save taxpayers money and help California run more efficiently.”

The legislature estimates the amnesty will generate \$1.5 billion in revenue by allowing people and corporations who owe back taxes to avoid paying about \$125 million in penalties.

In January, Local 1000 released a white paper on the tax gap as part of a series called The California Bottom Line. Our support of tax amnesty is based on a similar program that collected \$4.8 billion several years ago. Another

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Yvonne Walker
—President, Local 1000

white paper produced by Local 1000 identified about \$1 billion in savings to California’s prison system that could be achieved by reducing outsourcing, implementing rehabilitation programs and correctly calculating prison sentences.

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

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