

We're protecting your pay, benefits and job security

Local 1000 fighting more battles on more fronts than ever before

With economists predicting a prolonged economic slump – lasting possibly until 2012 – Local 1000 has dug in for a long-term campaign to protect the pay, benefits and job security of its members. We continue to fight furloughs, maintain vital services, and lobby for big business, big oil and other well-heeled interests to share in the sacrifice needed to solve the budget crisis.

Projecting political power

A coordinated assault of lobbying visits, hearing testimony, and phone calls, letters and faxes to legislators beat back the governor's efforts to push through an additional 5 per cent pay cut, while dozens of other members worked to protect rehabilitation programs in our prisons and stop the fire sale of SCIF assets to Wall Street bankers.

Legal challenges to furloughs

Four lawsuits challenging the governor's furlough order have been filed by Local 1000. Two suits have



More than 3,000 members rallied on the west steps of the Capitol to say "enough is enough" and keep pressure on legislators and the governor. The event capped ten days of worksite actions, informational pickets and solidarity breaks up and down the state.

been filed in the Court of Appeals: one asserts that the governor's executive orders are unconstitutional; the other argues that the implementation of furloughs by the Department of Personnel Administration (DPA) violates state administrative requirements. At the Superior Court level, our suits seek to protect members in 68 federally funded departments and to exempt all employees of the State Compensation Insurance Fund from furloughs.

Outsourcing bill up for vote

At press time, AB 756, the Local 1000-sponsored bill to rein-in outsourced state work is scheduled for a Senate vote on Tuesday. Carried by Assemblyman Mike Eng (D-Monterey Park), the new law would make it easier to review the \$34 billion private service contracts – many of which pay contractors twice what it would cost for the work to be performed by state employees.

Our year-long fight for outsourcing review has paid dividends: in June, the governor canceled recent private vendor contracts and created a new website designed to increase transparency of deals with outside vendors.

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

DMV Task Force preserves hundreds of jobs

Year-long effort 100% successful

The jobs of nearly 200 workers in southern California are secure after a year-long collaboration between a Local 1000 task force and the Department of Motor Vehicles (DMV).

When DMV announced plans to consolidate five call centers into a new facility in Riverside, Local 1000's DMV Task Force worked to ensure our members had first opportunity for placement in field offices near their home or to transfer to the new facility.

Staffing for the new call center, which opened late last month, also included the conversion of more than two dozen permanent intermittent employees to full-time status.

"This is a prime example of how Local 1000's DMV campaign was able to project real power at the department," said Roland Becht, Chula Vista. "Our efforts enabled us to ensure that not one member lost their job as a result of the consolidation."

Early Edition program premiere watched by thousands

The premiere broadcast of Channel 1000's new program, *Early Edition*, attracted an audience of more than 10,000 as viewers up and down the state tuned in to the broadcast.

Early Edition is a weekly program featuring member stories and newsmaker interviews, along with headlines and news you can use. Today's broadcast highlights a bridge inspector responsible for keeping our travel safe and an update on Local 1000's fight against furloughs.

Throughout July, *Early Edition* is celebrating the "Month of a Million Viewers" with weekly giveaways honoring Channel 1000's audience milestone. This week, viewers correctly answering a trivia challenge will win two passes to Knott's Berry Farm.

You can see *Early Edition* and all Channel 1000 programming online at seiu1000.org and channel1000.org



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

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