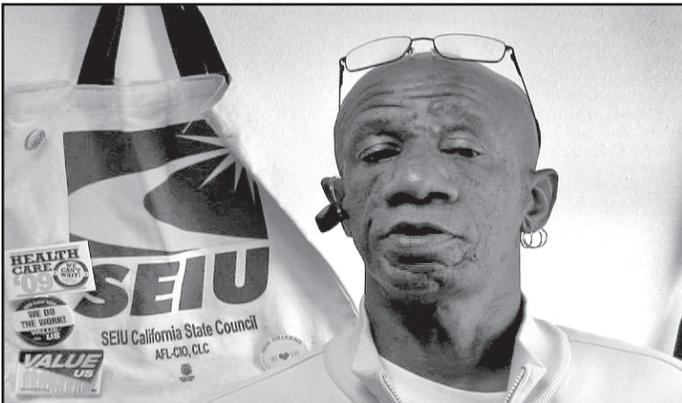


We're putting the governor on notice: pass our contract now

At meetings up and down the state, the predominant theme from members is that state workers must fight back or the governor will keep taking and taking until there is nothing left.

"We need to send a message loud and clear to the governor: stop holding our contract hostage, and stop using state employees as scapegoats during this budget crisis," said Local 1000 President Yvonne Walker.

Thousands of members are doing just that—signing commitments to take action to stop the governor's furloughs and get him to sign our contract.



Furloughs have left David Alexander, a DGS employee in Oakland, in the hole every month.

Faced with the prospect of even more furloughs and a governor who sabotaged our new contract with legislative Republicans, members like Shannon Redwine feel they have no choice. "Hell yes, I voted to strike," Redwine told the Sacramento Bee. "I feel that we have to stand up for ourselves and fight back."

"We need to send a message loud and clear to the governor: stop holding our contract hostage."

—Yvonne Walker, Local 1000 President

"There is no shared sacrifice in this budget deal," Walker said about amendments to the budget that include three furlough days per month and excludes our new contract. "While state workers carry an unfair burden, corporations continue to enjoy tax loopholes, big tobacco and big oil don't pay their fair share, and billions are wasted in private vendor contracts.

"I'm a state employee who comes to work every day with a smile on my face—and when I get my paycheck I'm behind before I get started," said David Alexander, a Department of General Services employee in Oakland.

"Count On Me" commitment cards are being distributed at worksites and at meetings held to discuss the pending strike authorization vote. The cards ask members to not only participate in job actions - should they take place - but also ask them to get additional members to sign commitment cards and build an action network with phone calls and after-work meetings.



Take action!

- **SIGN A COMMITMENT CARD**
- **ENCOURAGE CO-WORKERS TO SIGN A CARD**
- **ATTEND A LOCAL 1000 MEETING**
- **RETURN YOUR STRIKE AUTHORIZATION BALLOT BY JULY 31**

Return your strike authorization ballots by July 31

Strike Authorization Questions & Answers

Q *Is it legal for state employees to strike?*

Yes. In a case brought to the California Supreme Court by SEIU in 1985, the court held that strikes by public employees are legal in California. Since the 1985 ruling, there have been scores of legal strikes by workers in cities, counties and school districts throughout California.

Q *How can we strike if our contract contains a “No Strike” clause?*

If an employer’s unfair labor practices leave the union no option but the “last resort” of striking, then state law provides that the strike can be legal even if a contract contains a “No Strike” clause, as ours does.

Q *If a majority vote “yes” in this strike vote, does that mean we are on strike?*

The Local 1000 Council unanimously voted to ask members to give the union’s officers authority to call for “concerted actions up to and including a strike, if necessary” to protect members’ pay, benefits and job security. If a majority of members voting give Local 1000’s officers authority to call job actions, a variety of actions and possibly a strike will be considered. No actions would take place until some time after member ballots are counted on August 1.

Q *Will my insurance premium be impacted if I participate in job actions or go on strike?*

No. Your insurance premiums would not be affected.

Q *Where is our contract in the Legislature?*

The governor is refusing to support the Tentative Agreement he reached with Local 1000; as a result, our contract bill failed in its first legislative vote, falling three votes short of the two-thirds needed when no Republican voted for our contract.

Q *Can we talk about this at work?*

It is legal to talk about what the union is doing to fight back against the furloughs, layoffs and changes in working conditions, even at work. Workers should not claim, at work or anywhere else, that Local 1000 has made the decision to go on strike; no such decision has been made.

Q *Can I be fired or disciplined if I participate in job actions or a strike?*

The state cannot discipline anyone who participates in a legal and protected job action or strike. As an added protection, Local 1000 will ensure that any resolution includes an amnesty clause—a provision guaranteeing that members who participate in a strike will be protected from discipline or adverse administrative action by the state.

Q *Why aren’t my dues being decreased?*

Your dues have already been reduced as a result of the governor’s furloughs. Local 1000 dues are calculated as a percentage of your gross monthly salary. If your salary is reduced due to furloughs, your dues decrease proportionately.

Q *What lawsuits have been filed by Local 1000 and what is their status?*

Four lawsuits challenging the governor’s furlough order have been filed by Local 1000. One suit is in the Court of Appeal and asserts that the governor’s executive order is unconstitutional. At the Superior Court level, three additional legal actions are pending. One suit seeks to protect members in 68 federally funded departments and another would exempt all employees of the State Compensation Insurance Fund from furloughs. A third suit challenging the furloughs on a procedural basis is also pending.

In addition, Local 1000’s Legal Department has filed unfair practice charges, with the Public Employment Relations Board, alleging that the imposition of the third furlough day violates state law.

Q *I work at a prison; don’t I have to go to work?*

The 1985 Supreme Court case upholding the right of state employees to strike also held that workers whose absence from work would imperil public safety cannot lawfully strike. It is an open question whether nurses, medical professionals, teachers and white-collar workers in prisons fall into this category. Local 1000’s Legal Department is currently researching this issue.

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

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