

'Count on us' in contract fight

Count On Me campaign moves forward as members step up

Local 1000 is entering a new phase in our Count On Me campaign. Next week legislators return after their summer break and they will reconsider our contract bill, AB 964.

As part of our Count On Me campaign,

members will be able to take action from their workplace to demand the Legislature approve our contract bill and the governor sign it into law.

"Our legislative staff is pressing our case in the Capitol and our attorneys

have filed lawsuits to stop the governor," Local 1000 President Yvonne Walker said. "But that's not enough. It's going to take members all over the state to step up and tell the governor 'enough is enough – sign our contract.' "



What are you willing to do to get a contract?

"I'm going to do whatever it takes to get our contract approved. I will tell everyone I work with that one person can make a difference if we are all together."

—Eric Collar

Caltrans, Los Angeles, Unit 11



How will you get your co-workers to step up?

"We can't count on a judge to protect us from the governor; we need to fight for ourselves."

—Ellen Amburgey

State Compensation Insurance Fund, San Diego, Unit 1



What will you tell your co-workers that we should do next?

"Management is trying to divide and conquer. For us to win a contract, we need to harness our energy together. We need to change the mind-set that a union is a service that you pay for. It is something that we are all part of."

—Kevin Menager

Franchise Tax Board, Sacramento, Unit 1



What will you tell co-workers about our struggle?

"We've been in this fight for a year – since the governor tried to pay us \$6.55 an hour. We're going to be in for a tough battle until we pass our contract and the economy improves. So the only thing we can do is trust each other and work together."

—Larry Vallejo

Department of Motor Vehicles, Fresno, Unit 4



What will you do to encourage your co-workers to stand together?

"It's going to take standing up for ourselves to keep the governor from taking more and more away from us."

—Daniel Silva

California Emergency Management Association,
Sacramento, Unit 1



What are you doing to get ready for action?

"We are ready to coordinate activities all over the state. We are trying to build up momentum in all our workplaces. Every day we are getting more organized."

—Kim Cowart

Napa State Hospital, Unit 17

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 14.8 - Contracting Out

Stopping outsourcing of state work

Your union contract contains hundreds of provisions designed to protect your rights. **Article 14.8 - Contracting Out**, protects our jobs from being outsourced. This Article entitles Local 1000 to meet and confer with departments who contract out, to mitigate or avoid the need for that contracting.

Your Local 1000 contract guarantees:

- The state must make every effort to hire, utilize and retain bargaining unit employees before hiring private contractors.
- Employees should not be displaced by private contracts.
- Displacement includes layoff, involuntary demotion and involuntary transfer to a new location requiring a change of residence and time base reductions.
- Departments must provide Local 1000 with sufficient information to determine if unnecessary and additional costs are being incurred by contracting out.
- Departments must provide Local 1000 with copies of personal service contracts for services in bargaining unit classifications.
- Any contracting by the state must comply with the process governed by the State Personnel Board (SPB).

How to take Action

Contact your Local 1000 steward if you feel your department is not complying with its responsibilities. Your steward will work with you, management and Local 1000's legal and research departments to determine the best course of action. For more information regarding **Article 14.8 - Contracting Out**, review your contract by logging on to www.seiu1000.org

State scheme 'borrows' workers' tax money

Members should speak to tax advisors about new withholding changes

In an accounting gimmick that legislators inserted into last month's budget deal, working Californians – including state employees – will automatically have more money withheld from their paychecks.

As part of the state budget fix, lawmakers are “borrowing” future income withholding taxes starting in November in order to raise \$1.7 billion for this fiscal year. Taxpayers will get their money back come tax time, unless they underpaid their withholdings.

Critics say the state is basically borrowing money – interest free – from taxpayers who will likely see larger refunds next spring.

State workers should speak with a tax professional about whether changing their withholdings to offset the new changes is prudent.

In addition, the state is also requiring individuals and business that make estimated tax payments to pay more money earlier - another accounting move that is designed to help the state balance its budget this year. This accounting gimmick may affect many Local 1000 members who have picked up freelance work or odd jobs to compensate for the 14 percent furlough pay cut imposed on us by Gov. Schwarzenegger.

So far 454 avoid layoffs

DPA works with Local 1000 to save state jobs

Working with Local 1000, the Department of Personnel Administration (DPA) has said that at least 454 people targeted for layoffs will retain state jobs through a variety of mitigations.

Local 1000 has been working with DPA officials and representatives of other agencies to save the jobs of members who received layoff notices this spring. But the state's largest agency, the California Department of Corrections and Rehabilitation (CDCR) has refused to meet with Local 1000. Our attorneys have filed a legal challenge with the Public Employee Relations Board and may ask a superior court judge to block the layoffs until CDCR agrees to work with us on mitigations.

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

SACRAMENTO (916) 554-1200 • **OAKLAND** (510) 452-4357 • **SAN DIEGO** (619) 624-0515

LOS ANGELES (323) 525-2970 • **RANCHO CUCAMONGA** (909) 466-5044 • **FRESNO** (559) 226-0756



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