

# 'Yes'

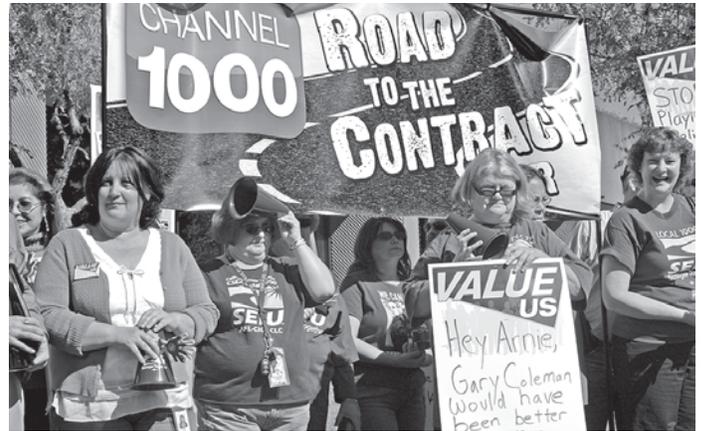
By an overwhelming majority, Local 1000-represented state workers have shown their outrage at the governor and his attacks on state employees and the services we provide. In votes from state offices throughout California, 74 percent authorized Local 1000 officers to call job actions up to and including a strike if necessary in order to ensure that the contract we signed with the governor's representatives in February is passed by the Legislature and signed by Gov. Arnold Schwarzenegger.

**"This is about our contract, we'll do whatever is necessary."**

*—Yvonne Walker, Local 1000 President*

"This is about our contract, we'll do whatever is necessary," SEIU President Yvonne Walker said Saturday. "Whether it is through litigation, negotiations or any other actions that are necessary, we're in this for the long-haul to right this wrong to our members. We negotiated in good faith, we have offered cost-saving solutions, and we need our contract to be ratified."

"We wouldn't be in this situation if the governor had lived up to his word and supported the contract that he agreed to, which would save the state \$340 million," Walker added. "Instead of showing leadership, he has tried to use state workers as pawns in his political games. Our members have sent a message that we are not going to stand by and let him hurt California, our families and ruin the quality public services we provide."



**Local 1000 members have voted to take additional job actions - up to and including a strike, if necessary - to secure passage of our contract.**

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 13.1 - Personnel and Evaluation Materials

Your union contract contains hundreds of provisions designed to protect your rights. **Article 13.1 – Personnel and Evaluation Materials**, defines the procedures for proper access to, and maintenance of, your official personnel file. Your Local 1000 contract guarantees:

- There will be only one official personnel file and, normally, one supervisory work file.
- Information in the employee's files shall be confidential and available for inspection only to the employee's department head or designee in conjunction with the proper administration of the department's affairs and the supervision of the employee.
- An employee or his/her authorized representative may review the files during regular office hours.
- Material related to the employee's evaluation or conduct, attitude or service shall not be included in his/her official personnel file without being signed and dated by the author, and not before the employee is given an opportunity to review the material, sign and date it.
- The employee shall have the right to insert supplementary material and a written response to any items in the files, which shall remain attached to the material it supplements as long as the material remains in the files.
- Material related to an employee's performance shall be retained in the personnel files for a period specified by each department. Employees may request that materials of a negative nature may be purged after one year or at the time such material is used in a written performance evaluation. When an employee receives written documentation of a negative nature, the supervisor shall note in writing the time frame it will remain in the files.
- The files shall be maintained at a location identified by each department head or designee. Upon request, the State shall identify any supervisory files kept on the employee and the location of each file.

#### How to take Action

Contact your Local 1000 steward if your rights have been violated. Your steward will work with you and management to determine the best course of action.

For more information regarding **Article 13.1 – Personnel and Evaluation Material**, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)

# Layoffs mitigated in 20 departments

## *But prison bosses refuse to meet*

Hundreds of state workers in about 20 departments have been saved from layoffs. Negotiations continue as Local 1000 works with the remaining departments to mitigate the layoffs. However, the department with the most pending layoffs – California Department of Corrections and Rehabilitation (CDCR) – refuses to meet with Local 1000, stating its representatives are “not prepared to meet.”

“It is very disturbing that the department tasked with our public safety is not prepared to meet,” said Bargaining Unit 3 Chair Cindie Fonseca.

“We’ve been looking at every possible angle to save jobs: transfer possibilities, demotions in lieu of layoff, training opportunities and using vacant positions to mitigate layoffs,” Fonseca said. “Every job saved means one more family that can keep a roof over their heads and pay their bills. Every job saved means fewer delays and cutbacks in services for the public.”

## *Unfair labor practice filed*

Local 1000 filed an unfair labor practice charge Friday against CDCR because it has refused to meet with Local 1000 to discuss job-saving proposals.

So far hundreds of members will have their names removed from the State Restrictions of Appointment (SROA) list. They should also receive confirmation of safe status from their departments. But it's unclear when this will happen. It is also not clear what the final numbers will be because negotiations are ongoing.

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**“Every job saved means one more family that can keep a roof over their heads and pay their bills.”**

**—Cindie Fonseca,  
Bargaining Unit 3 chair**

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“Until you get official notice, keep looking for a new position in a non-general fund department,” Fonseca said. “This is the best way to make sure you're protected.”

This is especially true for the 1,236 employees represented by Local 1000 in CDCR who have received layoff notices. Under our contract, CDCR is required to meet with us about the job cuts. Through the unfair labor practice charge filed with the Public Employee Relations Board (PERB), Local 1000 is seeking to block or delay any CDCR layoffs until the department agrees to meet and consider our proposals to save our members' jobs.

For more information on which departments have cancelled layoffs, go to [seiu1000.org](http://seiu1000.org)

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