

Planners win 4-year arbitration struggle

Up to 58 months of back pay awarded to planners working out of class

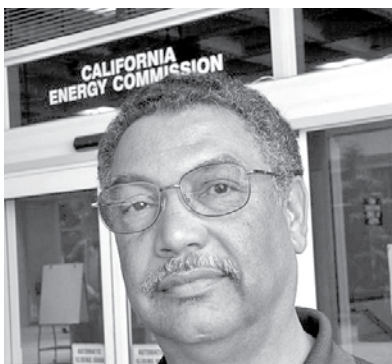
Local 1000 won a four-year struggle on behalf of 25 planners who worked out of classification at the California Energy Commission. As a result, an arbitrator awarded the planners back pay – with interest – for years of underpayment.

“Basically we were the lowest paid project managers in the state,” said James Reede, co-chair of the group of planners. “Management acknowledged that we were not getting paid for the duties we performed but refused to resolve the inequity.”

Project managers and planners in comparable classes in other state departments were being paid \$1,000 to \$1,500 more per month than California Energy Commission (CEC) workers.

25 planners to receive back pay

Most of the planners have promoted or transferred



James Reede will receive back pay - with interest - for 37 months of underpayment. He assisted with the case for more than four years.

out of the CEC but they are entitled to back pay for the time they worked out of their classification. For example, Reede will be awarded back pay for 37 months he worked out of class, while a colleague will receive pay for 58 months.

Arbitrator Christopher Burdick criticized the CEC for giving the planners – in the Planner II classification – the title “Project Manager” even though the term only appears in the Planner III job specification. The arbitrator further criticized the state for never bothering to interview – “even casually chat with” – any of the affected planners about their day-to-day responsibilities to find out if the case was credible.

Under Article 14.2 of our contract, employees who perform duties in a higher classification in excess of 50 percent of the time over a two-week period are entitled to higher pay.

Gov. promotes two-tier pension plan

Latest anti-labor assault on state employee benefits

Once again state employee pensions are coming under attack by powerful anti-labor coalitions. Gov. Arnold Schwarzenegger’s push for a two-tier pension plan for state workers failed in last month’s budget negotiations. He is expected to re-introduce his plan this fall.

“Two-tier pension plans are usually the first assault in employer campaigns to weaken worker benefits,” said Jim Hard, who served on the Public Employee Post-Employment Benefits Commission, an advisory

board created in 2007 to look at the cost of public pension plans. “We will continue to defend our members’ pension plans from attacks in the Legislature, at the bargaining table and at the ballot box if necessary.”

The governor’s two-tier scheme is part of a coordinated national anti-union attack on public employee benefits. Opponents have been giving the news media information on public officials – usually top department heads – whose annual pensions exceed \$100,000.

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**—Jim Hard,
Vice President for Organizing/
Representation**

Two weeks ago, Schwarzenegger spokesman Aaron McLearn told Capitol Weekly state workers receive “outlandish pensions.” The average pension of Local 1000 members is about \$29,000.

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YOUR UNION CONTRACT PROTECTIONS

California State Workers & Political Activity

Your right to participate in politics

State employees have rights to freedom of speech and expression guaranteed to all citizens of the United States under the First Amendment of the U.S. Constitution. These rights include participation in political speech and activities, generally under the following guidelines:

You may:

- ✓ Choose to exercise freedom of speech on your own time on and/or off the worksite.
- ✓ Possess political material at any time and may display and distribute it on your own time.
- ✓ Engage in political fundraising activities on your own time.
- ✓ Participate in voter registration activities on your own time in non-work areas of your worksite.
- ✓ Display bumper stickers and license plate frames on your personal vehicle bearing a political message and park in state parking lots.
- ✓ Wear political buttons, stickers and T-shirts at work, providing your job has no direct contact with the public.

Your Union Contract Protections

Local 1000's contract contains a number of articles that govern your rights as a state employee and activity in the workplace. If you have questions about your contract or feel that your rights set down in the contract have been violated, contact your Local 1000 steward. Your steward will work with you, management, and your contract to determine the best course of action, including whether or not to file a grievance. More information, including a copy of your contract, is available online at seiu1000.org

Task force fights furlough foreclosures

DMV worker confronts director over employee financial woes

When Local 1000's DMV Task Force met with Director George Valverde last week to discuss the financial hardships caused by furloughs, member Terri Flores made a convincing case.



Furloughs have forced Terri Flores into foreclosure.

"I told him that my home was foreclosed and I was in the process of moving in with relatives," said Flores, a task force member who works at the DMV field office in San Mateo. "Two furlough days made things incredibly difficult for my family — three made it impossible."

Flores' husband was laid off his job of 28 years in 2008. Since then he has been unable to work because of a stroke, leaving Terri as the sole breadwinner for the family of six. Flores is just one among the thousands of state workers who have been severely harmed by the furloughs, including many forced to move because they can no longer make mortgage or rental payments.

"I'm an extreme example, but I am not alone," said Flores. "We are trying to work out something with the state because so many DMV employees are losing nearly everything. There are a lot more people in my situation than the DMV or the governor care to recognize."

New challenge to furloughs *Charge focuses on gov's backroom deals*

Local 1000 filed a new legal challenge Aug. 11 that cites the governor's double dealing as a key reason our contract bill has not been ratified by the Legislature.

The new document accuses the governor of lobbying Republican legislators "behind the scenes" to oppose our contract bill even after his representatives signed the agreement. Without Republican support, our bill cannot gain the required two-thirds majority for passage.

"The governor needed state workers as economic human shields for his political posturing," stated the newly amended unfair labor practice charge filed with Public Employee Relations Board (PERB). Local 1000 also has four pending lawsuits in superior court challenging the legality of furloughs.

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

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