

Governor turns his back on state employees

Contract negotiations suspended while state wades through budget

After signing a compromise budget – 85 days late – the governor has turned his back on state employees by preventing his negotiators from bargaining on economic issues and extending his executive order, freezing all new hires and laying off thousands of state workers.

The Department of Personnel Administration claims they will have to spend October “analyzing the new budget” before they can address our wage, pay equity and benefits proposals. Bargaining is expected to resume in early November.

“This is a slap in the face of all state workers,” said Margarita Maldonado, Chair of Bargaining Unit 1. “But we won’t be idle ... we’ll spend October and November building pressure that will force the state to negotiate a fair contract.”

We’ve laid out two goals for October and November:

- Electing legislators who value us and will pressure the governor and DPA to negotiate a fair contract; and
- Building our capacity for the aggressive worksite actions we will need when we face off against the governor and his DPA negotiators in November.

“Our bargaining teams are ready to negotiate round-the-clock to secure a fair contract,” said Cindie Fonseca, Chair of Bargaining Unit 3. “But the fact that we’ve been made pawns during the state’s ongoing budget crisis, makes our political work and our work to build widespread support in the work-sites extremely important.”

Take action NOW for a fair contract

Members up and down the state are sending messages to the governor and DPA demanding a contract that values the state’s biggest resource – its employees!

Let them know that we want a contract that includes:

- Wage and equity increases during the life of the contract;
- Protection of our health benefits and retirement;
- Career advancement, upward mobility and professional development.

Call the governor at (916) 445-2841 – **Call Dave Gilb**, Director of DPA at (916) 322-5193

Members can e-mail or fax this message by going to our bargaining action page:

http://seiuaction.org/campaign/contract_now/

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

“Value Us!”



We keep California healthy, safe & strong

Herman Phillips

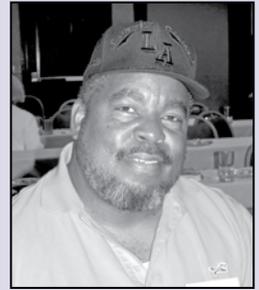
Department: Department of Water Resources

Classification: Water Resource Specialist

Years in Classification: 29

Unit: 11

I conduct levee inspections. I am responsible for doing inspections on levee construction, irrigation pipes, irrigation systems, etc. I also provide Flood Fight training to employees at the California Conservation Corps and the Department of Forestry.



“I ensure that levees are maintained and that levee construction is done properly.”

New political web resource launched

Inform yourself and take action on candidates, issues



“A good contract depends on everyone's involvement in politics, including yours”

– Olga Gutierrez,
Dept. of Rehabilitation

Every day, California legislators make decisions that affect our jobs, our families and our lives.

Local 1000 is building a member-based political program that holds legislators accountable and creates power for working people. Our focus is on issues of social and economic justice that have a lasting impact on California's public workforce, and the public we serve.

Now you can take action online and have an immediate influence on the electoral and legislative processes. Log on to seiu1000.org and click on the Political Action button to visit your Legislative Action Center to take action on important issues, look up key legislation, and connect with all your elected officials.

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



Bargaining Hotline (866) 621-8704

