

'Our contract is binding' *Members take a stand over Columbus Day*



Quincy Agbayani

Program Technician, State Compensation Insurance Fund

"Our contract is still valid. I will stand up for my rights. I'm not going to let Arnold intimate me. The new law does not affect us because our old contract still recognizes Columbus Day as a holiday for employees represented by Local 1000."

Angela Ramirez

Motor Vehicle Technician, DMV

"I'm not going to work on our Columbus holiday. The way I look at it is if we don't stand up for our rights, they are going to continue to take more and more from us. Our contract is a binding agreement and it should be enforced."



Mark Swabey

Asst. Information Systems Analyst, Caltrans

"This is our holiday. It's in our contract and I'm going to take it off. I am not going to let Arnold Schwarzenegger bully me around on this. He is not above the law."

Don Killmer

Research Consultant, California Department of Education

"Columbus Day remains a holiday in our contract, so I told my boss I am not coming to work. If the governor wants me to be at the office on Oct. 12, then he should sign our contract bill. We cannot let him keep taking away from us."



Local 1000 backing workers on Columbus Day

Local 1000's grievance to protect employees from any disciplinary action or reduction of pay for taking their Columbus Day holiday has been moved to arbitration.

The grievance, which was filed on behalf of all 96,000 state employees represented by Local 1000, cites the

state's violation of Article 7.1 of our contract and its violation of the Ralph C. Dills Act. Section 3517.8 of the Dills Act requires the state and Local 1000 to follow all provisions of our contract until a new contract is ratified by both parties.

"Because the Legislature has not

ratified our contract, we feel certain we'll win this arbitration," said Brooke Pierman, Local 1000's lead staff attorney on the case. "We'll press the arbitrator to issue a back-pay award for any deduction of pay and removal of disciplinary actions filed against any Local 1000-represented employee."

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 7 – Holidays

State employees receive 14 paid holidays per year

Your existing union contract - still in force as our tentative agreement remains stalled in the Legislature - contains hundreds of provisions designed to protect your rights. **Article 7 – Holidays**, defines observed holidays and your compensation for working on a holiday.

Full- and part-time employees are entitled to 13 observed holidays with pay, one personal holiday, and any holidays declared by the governor.

Observed holidays include:

- January 1 (New Year's Day)
- The third Monday in January (Martin Luther King Jr.'s birthday, observed)
- February 12 (Lincoln's birthday)
- The third Monday in February (Washington's birthday, observed)
- March 31 (Cesar Chavez' birthday)
- The last Monday in May (Memorial Day, observed)
- July 4 (Independence Day)
- The first Monday in September (Labor Day)
- The second Monday in October (Columbus Day, observed)
- November 11 (Veteran's Day)
- Fourth Thursday in November (Thanksgiving Day)
- The day after Thanksgiving
- December 25 (Christmas Day)

After completing six months of their initial probationary period, employees are entitled to one personal holiday per fiscal year, which is credited to each employee on July 1.

When a holiday falls on an employee's regularly scheduled day off, employees accrue up to eight hours of holiday credit. Employees required to work on an observed holiday are compensated at a premium rate, generally with a combination of holiday credit, cash or compensatory time off.

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, up to and including filing a grievance. For more information regarding **Article 7 - Holidays**, review your contract by visiting seiu1000.org

Tell the governor:

Sign AB 756 to shine a light on outsourcing

Local 1000 members are pushing Gov. Schwarzenegger to sign AB 756, our bill to make state agencies accountable for spending on private contracts. Members are filling out postcards, sending e-mails and making phone calls to the Governor's office so that AB 756 will win final approval and become law.

"This is the final hurdle for AB 756 to become law," said Margarita Maldonado, chair of Unit 1. "We need members to contact the governor and let him know this bill is good for California because it makes government transparency a reality."

AB 756, sponsored by Assemblymember Mike Eng (D-Monterey Park), would ensure transparency in state contracts by requiring departments to report expenditures and staffing levels for all personal service and consulting contracts.

AB 756 requires the state to track and report these contracting costs in the same manner that it tracks wages and salaries for state workers. Currently many state agencies have no idea exactly how much they spend on private vendor contracts.

This measure would require state agencies to prepare an annual report, available on each agency's website. To send the Governor an e-mail in support of AB 756, go to seiu1000.org and click on the **Support AB 756** icon.

Oct. 10 deadline to change member health plan enrollment

The deadline is Oct. 10 for state employees who want to change their plan or add eligible family members during open enrollment. Interested employees should contact their department's health benefits officer or personnel office. For further information go to calpers.ca.gov and look at the Open Enrollment Center.

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



Watch Early Edition Wednesdays 7 a.m. at seiu1000.org