

# “We need to keep fighting for a fair contract”

## **Statewide meetings, rallies planned to engage members, push state**

Local 1000's bargaining team vowed last week “not to give up on any contract proposals,” while calling on members statewide to continue the fight to overcome the state's repeated refusal to discuss major economic issues.

“We have to be realistic that the state is already billions in the hole for the current fiscal year,” said Terry Lawhead, Unit 21 bargaining chair. “But we can't just sit there. We need to continue fighting for a fair contract, fighting for our positions, pushing for parity, and protecting our health benefits and our retirement.”

We don't know what to expect from the state given the economic crisis that has hit since the budget was passed last month. Regardless, bargaining team members are adamant that member support is key to any progress in negotiations, which are scheduled to resume on Nov. 3.

“We can't get anything done without member involvement. We need action in the workplace and we

need members to help elect a Legislature that values the work we do,” said Nancy Lyerla, Unit 17 bargaining chair. “The only reason we've gotten more than 350 tentative agreements and turned back the governor's executive order is because of our members' actions.”



**Members take action on Oct. 14 in Santa Rosa at the first broadcast of the Channel 1000 “Road to the Contract Tour.” This week, Channel 1000 broadcasts from rallies in Los Angeles and San Bernardino.**

In two actions last week, 40 members at the State Compensation Insurance Fund in Bakersfield held a rally holding signs and chanting “Value Us!,” and in Barstow, nearly 75 members participated in a lunch time meeting to get updates on bargaining. See your Local 1000 leader or call a Local 1000 office to find the next meeting or rally in your area.

More than 100 worksite meetings and some rallies are scheduled throughout the state for the remainder of October.

The Channel 1000 “Road to the Contract Tour” continues this week with special broadcasts illustrating how members are fighting for a fair contract. Today, our special report originates from a Local 1000 rally in downtown Los Angeles. On Friday, we're reporting from another member rally in San Bernardino.

## **GET CONNECTED TO POLITICS**

This year's state budget fiasco should make it clear to every state worker that politics directly affect our working lives and our contract. Our goal is to elect state-worker friendly legislators who will Value Us! by passing responsible budgets and enacting laws that make a difference at work and at home.

**Log on to [seiu1000.org](http://seiu1000.org) and click on political action**

- ✓ **Learn about issues that impact state employees - then take action**
- ✓ **Follow the latest polls – check out *Inside the Polls***
- ✓ **See what bloggers are saying – read *Love 'em & Hate 'em***
- ✓ **Check the facts - watch videos from Factcheck.org**
- ✓ **Make a difference - sign up to volunteer**

**Watch the Channel 1000 News at [seiu1000.org](http://seiu1000.org)**

# KNOW YOUR RIGHTS

## Article 12 Expense Reimbursement

Your union contract contains hundreds of provisions designed to protect your rights. Article 12 – Allowances and Reimbursements, guarantees your right to recoup state business-related personal expenses paid out of your own pocket.

### Your Local 1000 contract guarantees:

- Reimbursement for actual, necessary and appropriate business and travel expenses incurred 50 miles or more from home and headquarters.
- Mileage reimbursement when using a privately owned vehicle on state business will be reimbursed at the Federal Standard Mileage Rate (58.5 cents per mile).
- Meal and incidental expenses for every 24 hours of travel will be reimbursed in the amount of actual expenses up to the maximums:
  - Breakfast - \$6.00
  - Lunch - \$10.00
  - Dinner - \$18.00
  - Incidentals - \$6.00
- Lodging expenses for travel requiring overnight stays will be reimbursed in the amount of actual expenses up to the maximums:
  - Alameda, San Francisco, San Mateo, Santa Clara Counties - \$140 plus taxes
  - Los Angeles and San Diego Counties - \$110 plus taxes
  - All other areas - \$84 plus taxes
- Expense items of \$25 or more require a receipt; receipts may be required for items of expense that are less than \$25.
- Employees utilizing mass transit are eligible for a seventy-five percent discount or reimbursement on public transit passes up to a maximum of \$65 per month.

### 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 12 – Allowances and Reimbursements, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)

## Nurses fight for post & bid

### Local 1000 challenges prison receiver

Local 1000 took quick legal action after the federal court receiver unilaterally eliminated post and bid shifts for our prison nurses.

“We’re not going to stand idle while provisions in our contract are ignored,” said Nancy Lyerla, chair of Registered Nurses, Unit 17 Bargaining Unit. “They flat out told us that they were going ahead and doing post and bid their way, despite what’s in our contract.”

The federal order appointing the receiver requires that he adhere to our contract and the state labor laws requiring negotiations to occur over any proposed changes. Local 1000 attorneys filed a legal charge with the Public Employment Relations Board, demanding the receiver implement the post and bid process in accordance with the provisions of our contract.



**“We’re not going to stand idle while they ignore the provisions in our contract.”**

**– Nancy Lyerla**  
Registered Nurse, Unit 17 Bargaining Chair

Our legal charge said the receiver’s decision to violate our collective bargaining agreement “has no relationship to the delivery of medical care and was done simply to give CDCR an unfair advantage” in contract negotiations.

The post and bid provisions allow registered nurses in CDCR (California Department of Corrections and Rehabilitation) to bid on their assignments, shifts and days off by seniority.

The problem started in early October when nurse managers at adult prisons around the state unilaterally refused to implement a post and bid schedule for nurses who work in the Triage and Treatment Area (TTA) and Telemedicine programs. Union members and staff uncovered e-mail directives from the receiver’s office ordering nurse managers to ignore the contract provisions.



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

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