

Bargaining resumes November 3

Local 1000 hopes state is ready to negotiate money issues

After a month-long break, our contract negotiations resume next Monday. 14 days of bargaining are scheduled in November including the Master Table and all nine Bargaining Units

Given the growing economic crisis, our negotiators don't know what to expect from the state on wage and benefit issues. Throughout bargaining, which began in May, the state has refused to negotiate on pay or other economic concerns. Now with the state economists

citing another multi-billion dollar shortfall in revenues, our negotiators say bargaining over economic issues will be even more difficult.

"We're entering an exceptionally tough phase of bargaining," said Margarita Maldonado, chair of our Informational, Financial and Public Resource Professionals (Unit 1). "We're going to need a lot of member activity and support as we tackle our economic priorities."

O'Connell writes letter of support for Unit 21 equity issues

Saying the budget "should never be balanced on the backs of our overworked employees," State Superintendent of Public Instruction Jack O'Connell has directed his Personnel Services Director to "advocate for fair and equitable contracts," adding that he "fully supports pay raises across the board."

"This is a clear display of how Local 1000's political activity is paying dividends," said Yvonne Walker, Local 1000 president. "We endorsed Jack O'Connell when he ran for office, and now he's backing us ... just like Controller John Chaing supported us when he refused to follow the governor's

executive order cutting our wages."

The letter came after the Unit 21 bargaining team and members at the California Department of Education held numerous worksite meetings - and a successful action where employees finished their work and then walked out of the building before lunch.

The O'Connell letter - the first-ever of its kind in Unit 21 history - was delivered to Walker, with a copy to the state's chief negotiator, Dave Gilb. The letter will be presented at the bargaining table when Unit 21 negotiations resume next month.

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*- Yvonne Walker
Local 1000 president*

Hundreds of Local 1000 members walk their political talk

More than 700 members have made thousands of phone calls and walked precincts throughout the state to support candidates who have pledged their support for state workers.

"I'm hoping to make a difference because there is a direct connection between the people we elect and our ability to get a fair contract," said Leonard Seitz, a 42-year Caltrans employee, who knocked on dozens of doors last weekend. "I've talked to several people who had no prior knowledge about this Assembly race."

Last Monday, the five bargaining team members of Unit 21 turned their regular meeting into a night of phone banking. Other groups, such as DLC 787, phone banked as a group while most members came in on their own or with friends or family.

Last weekend several busloads of members traveled to Nevada, where they canvassed neighborhoods in Reno and Las Vegas to support Barack Obama, who has promised to support the most important bill for union organizing in decades—the Employee Free Choice Act.

KNOW YOUR RIGHTS

Article 7 – Holidays State employees receive 14 paid holidays per year

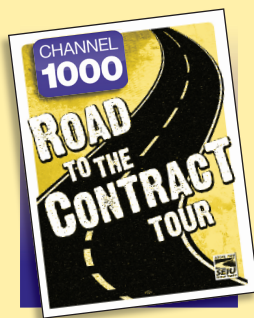
Your union contract contains hundreds of provisions designed to protect your rights. Article 7 – Holidays, defines observed holidays and your compensation for working on a holiday.

Your Local 1000 contract guarantees:

- Full- and part-time employees are entitled to 13 observed holidays with pay, in addition to 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's 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 www.seiu1000.org



Contract tour rolls on Members turning out for special rally broadcasts

We continue to build momentum in support of our bargaining teams with a series of on-location broadcasts featuring members up and down the state rallying for a fair contract.

Today's broadcast features a rally from Hanford in California's Central Valley, where we'll be talking to members about their bargaining priorities and what they're doing at their worksites to get ready for upcoming negotiations.

"The Road to the Contract" Tour continues in two weeks with events in San Diego (Nov. 13) and Sacramento (Nov. 19th). Channel 1000 will air special reports the following day. You can see the Channel 1000 News 24/7 online at seiu1000.org

Value Us!

**We keep California healthy,
safe and strong**



Name: Marsha Kirk

Workplace: Department of Veteran's Affairs

Classification: Housekeeper

What I Do: We do all the housekeeping and clean-ups behind the residents at the DVA Barstow Veterans Home. We take care of their daily living needs. Talking to our veterans is something special. You hear the most amazing stories. Some of these veterans are over 90 years old. A good chunk of our country's history lives here. One of the women vets here designed the wiring for minuteman missiles. For all of the veterans, we try to create an atmosphere of home here, so that they really do have a home.



"Our mission is to serve veterans and honor them for their service to our country."

What's your Value Us! story? Go to seiu1000.org and click on the Value Us! link to tell us what you do and why it's important to California.

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

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