

# Huber thanks our volunteers

## *Members helped secure close election victory*

Alyson Huber was sworn in last week to the state Assembly after a dramatic 505 vote win. She came from behind as the very last absentee ballots from Assembly District 10 were counted by hand just before Thanksgiving.

"I'm honored that I had so many people supporting me," Huber said in an interview after taking office.

"Let me thank all of SEIU 1000 for putting in the ground work to turn out all of those voters on Election Day. It took absolutely every single person knocking on doors and calling people to win. I look forward to writing and supporting legislation that reflects the values of working families."

### **Thousands of calls**

She credited her upset win over a better-known Republican politician to the vast support she received from hundreds of volunteers – including scores of Local 1000 members – who knocked on doors

and made thousands of phone calls nightly in her behalf.

Her victory was one example of the success of our political program. Local 1000's independent political committee identified Assembly District 10 as one where our members could make an impact, especially because of its proximity to Sacramento, where more than 40 percent of our members work.

### **Struggles of working families**

A Lodi native from a modest background who worked her way through college to become a successful attorney, Huber said the struggles of families are foremost in her mind.

"I lived in a trailer park. I know what it's like to struggle to make ends meet," she said. "I had to put myself through school and I had to work every night to do it."

Huber said her top goal is to get Democrats and Republicans to work together to help ease the pain of budget cuts

**Volunteers from Local 1000 contacted thousands of voters to help Alyson Huber win an open Assembly seat by 505 votes.**



on working families by coming up with a fiscal plan that addresses the long-term needs of Californians.

"My number one priority is to bring some common sense to the legislative process," said Huber, whose district includes parts of Sacramento, Stockton, Lodi, Elk Grove and Carmichael. "I really take a look at problems and approach it from how would the average people in my district approach this problem. I don't want to see people struggle any more than they are right now."

# Political focus shifts to Legislature

## *Members demand accountability from state politicians*

With the Nov. 4 elections behind us, our political focus now shifts to the halls of the state Capitol as Local 1000 members and lobbyists are encouraging legislators to keep their promises and support state services and the people who deliver them.

Within days of the election and throughout November, small groups of Local 1000 members traveled to the Capitol and district offices to

**"We want legislators to make responsible decisions and be accountable."**

—Dianne Bradford  
Unit 17 Nurses

meet legislators face-to-face and make them aware of the importance of state services. The effort included 40 members of our bargaining team,

who visited the offices of 50 legislators.

We lobbied against the governor's proposal to circumvent bargaining and unilaterally cut our pay by 5 percent by forcing us each to take an unpaid furlough day each month, as well as his efforts to cut our ability to earn overtime. Our members are encouraging legislators to respect collective bargaining and prevent the governor from negotiating our contract in the

news media.

"We want to educate the legislators — especially the new ones who just took office — about the value of state employees and the vital services we provide," said Dianne Bradford, a nurse bargaining team (Unit 17) member who visited several legislative offices in the Capitol on Nov. 19. "We want legislators to make responsible decisions and be accountable."

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 13.1 - Personnel and Evaluation Materials

Your union contract contains hundreds of provisions designed to protect your rights. **Article 13.1 – Personnel and Evaluation Materials**, defines the procedures for proper access to, and maintenance of, your official personnel file. Your Local 1000 contract guarantees:

- There will be only one official personnel file and, normally, one supervisory work file.
- Information in the employee's files shall be confidential and available for inspection only to the employee's department head or designee in conjunction with the proper administration of the department's affairs and the supervision of the employee.
- An employee or his/her authorized representative may review the files during regular office hours.
- Material related to the employee's evaluation or conduct, attitude or service shall not be included in his/her official personnel file without being signed and dated by the author, and not before the employee is given an opportunity to review the material, sign and date it.
- The employee shall have the right to insert supplementary material and a written response to any items in the files, which shall remain attached to the material it supplements as long as the material remains in the files.
- Material related to an employee's performance shall be retained in the personnel files for a period specified by each department. Employees may request that materials of a negative nature may be purged after one year or at the time such material is used in a written performance evaluation. When an employee receives written documentation of a negative nature, the supervisor shall note in writing the time frame it will remain in the files.
- The files shall be maintained at a location identified by each department head or designee. Upon request, the State shall identify any supervisory files kept on the employee and the location of each file.

#### How to take Action

Contact your Local 1000 steward if your rights have been violated. Your steward will work with you and management to determine the best course of action.

For more information regarding **Article 13.1 – Personnel and Evaluation Material**, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)

# “Value Us!”

*Politics matter to all state workers*

**Christina Hodgkinson**

Classification: Research Analyst

Department: Public Health,  
Richmond office

**What I did:** phone-banking and precinct walking for successful Assembly candidate Joan Buchanan; precinct walking for Barack Obama in Nevada.

“It’s thrilling to flip an Assembly district and elect a candidate who supports state workers. I’m angry at Republicans who hold the budget process hostage every year. As a state employee every seat in the legislature matters. Politics in Sacramento is the force that drives the state and therefore affects government workers.”

“Individuals, if there are enough of us working together, can really make a concrete difference. Look what we did in northern Nevada for Obama.”



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## Prop. 58 aimed at quick budget action

*New legislators may keep working on budget through holiday season*

On Dec. 1 Governor Schwarzenegger, citing his authority under Proposition 58, called another special legislative session to close an estimated \$11.2 billion deficit in the 2008-09 state budget. The governor also wants legislators to get started on solutions to next year's \$17 billion projected deficit.

Under Prop. 58, the Legislature is required to submit bills to the governor to deal with the deficit in the next 45 days or by mid-January. The governor does not have to approve the Legislature's plan which would stretch the process out longer. But it is expected that the Legislature is going to make some massive budget cuts and may look at increased taxes in the coming weeks.

The governor also wants legislators to use the legally mandated special session to approve an economic stimulus package by speeding up many public works and hospital construction projects.

Local 1000's lobbying team will closely monitor the special legislative session. For timely budget information, check [seiu1000.org](http://seiu1000.org) and watch *Channel 1000*.

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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