



Members from all over California rally against proposed cuts to prison education that will impact public safety and increase long-term prison costs.

## Prison teachers rally for public safety

### Members testify cuts will cause more crime & cost taxpayers

More than 250 members from all over California descended on the Capitol on Dec. 8 to let legislators know that the governor's plans to lay off most prison educators endangers the general public, costs taxpayers more than it saves and is another example of budget mismanagement by the governor.

"The state's plan makes no economic sense and endangers every California community," said Cindie Fonseca, a prison teacher who chairs Bargaining Unit 3. "The governor wants to get rid of 900 prison teachers and shut down more than 150 inmate vocational programs despite study after study showing vocational programs reduce crime and save tax dollars."

Fonseca was one of several educators who testified at an Assembly Budget Subcommittee hearing on prison education, which was one of two hearings on Dec. 8 dealing with prison education issues in California.

#### Long-term costs grow

"I'm concerned this (program cut) may cost us even more in the long run," said Subcommittee Chair Juan Arambula (D-Fresno), who repeatedly asked CDCR

administrators tough questions about the proposed cuts.

A study released last week by Local 1000 shows that every dollar spent on education saves at least two dollars in future prison costs.

***"The state's plan makes no economic sense and endangers every California community."***

—Cindie Fonseca  
chair, Bargaining Unit 3

"What the department is doing is completely wrongheaded," said Barry Krisberg, president of the National Council on Crime and Delinquency. "These education programs pay for themselves. The department has failed to study its own programs."

Other independent criminal justice experts at the hearing also took issue with CDCR's claims that inmate education would improve after layoffs, even though average class size would grow to 150 prisoners from a current 27.

At the hearings, Fonseca pointed out that CDCR officials decided to lay off

900 of the 1,400 teachers in the prison system without analyzing the effectiveness of these programs and the impact on recidivism.

#### Layoffs spur inmate violence

Fonseca told legislators that CDCR officials did not analyze the increased costs associated with more un-rehabilitated inmates committing new crimes and returning to prison because they are unable to function in the outside world.

The state also failed to factor in money saved by inmates performing low-cost services such as printing, cabinet making, landscaping and janitorial services.

#### Ex-inmates thank teachers

Before the hearings, the Local 1000 Capitol rally drew educators from prisons throughout California, plus more than a dozen former prison inmates who spoke of the profound impact that inmate education had on their lives. Several of them thanked former teachers by name.

To download a new Local 1000 analysis of prison education, go to [seiu1000.org](http://seiu1000.org)

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Layoff Protections

State employees have numerous contract rights that may protect them from, or lessen the impact of, a layoff notice.

#### 60, 30 and 120-day notices

- Each department must notify Local 1000 a minimum of 60 days prior to its intended date of layoffs and must, at minimum, meet and confer with the union over possible alternatives that could reduce or eliminate employee lay-offs.
- Employees who are being laid off will receive an actual layoff notice a minimum of 30 days prior to the effective date of the layoff.
- Each department is required to send notices of potential layoffs (also called SROA letters) to at least three times the number of employees it anticipates having to layoff; these notices must go out a minimum of 120 days prior to layoffs being effective.

#### Preferential consideration for vacancies

- Employees receiving notices of potential layoffs (SROA letters) are given preferential consideration for vacant positions, for which they meet the minimum qualifications, in all state departments; this, however, is not a job guarantee.
- No 30-day layoff notice can be effective until the employee has been in receipt of a notice of potential layoff (SROA letter) for at least 90 days.

#### 'Bumping' rights for laid-off employees

- Employees have primary demotional rights to lower classes in their class of layoff, whether or not they served in the classes. They must, of course, have sufficient seniority to "stick" in one of the classes.
- In addition, employees have personal demotional rights to classes in other series in which they served if the layoff department uses the classes in the area of layoff and the employee has sufficient seniority to "stick."
- Any employee who is displaced by a laid off employee shall have the same rights as described above.

If you have received a layoff notice from your department, please contact your job steward or the Local 1000 Resource Center at 866-471-7348

## Member questions answered

### Furloughs, layoffs and Columbus Day

**Q** When will we know the outcome of the Nov. 16 special funds furlough lawsuit hearing?

**A** As of press time, Judge Frank Roesch of the Alameda Superior Court has not yet announced a ruling and we do not know when a decision will be announced. Rulings are often issued within 60 business days of the hearing.

**Q** When will we know the outcome of the 21,000 grievances members filed to collect their holiday pay for working on Columbus Day?

**A** Local 1000 has moved the issue to arbitration. The governor's legal team is trying to delay an arbitration hearing as long as possible and has filed litigation in Sacramento Superior Court. Local 1000 will vigorously fight for a swift and favorable resolution on all holiday-related grievances.

**Q** How can I get holiday premium pay for working on Columbus Day?

**A** Based on the 2006 contract that remains in force, state employees represented by Local 1000 are entitled to time and a half pay plus holiday credit. If you have not yet received the premium pay for working a holiday, contact the Local 1000 Resource Center at 866-471-7348 to obtain help filing a grievance.

**Q** If I received a SROA layoff notice, does the state have to give me time to interview for other state jobs?

**A** Local 1000 has successfully negotiated agreements to permit members to use state release time to attend interviews, visit job fairs, as well as research and apply for open positions in other state agencies.

**Editor's note:** These are the most commonly asked questions at the Local 1000 Resource Center in the past two weeks.



Local 1000 Resource Center

866-471-SEIU (7348)

Monday – Friday 7 a.m. – 7 p.m.

Watch Early Edition Wednesdays at 7 a.m. at [seiu1000.org](http://seiu1000.org)

