

# Republican proposal would slash vital state services

As *Update* goes to press the Republicans are releasing a one-sided budget plan that calls for billions more in funding cuts for vital state services and reduces worker protections.

Local 1000 is launching a campaign to obtain funding for state services as part of the federal economic stimulus package, but this Republican proposal may keep Californians from getting that relief.

Republican legislators appear ready to risk crucial state services for Californians by refusing to consider any budget compromise that includes cutting tax loopholes

for the wealthy or raising the alcohol tax. The Republican proposals would also restrict the ability of workers to earn overtime.

"The budget deficit is getting worse every day and the Republicans need to stop playing games with workers' rights and join everyone else in finding a comprehensive budget solution," said Cindie Fonseca, chair of our Professional Educators and Librarians (Unit 3).

Local 1000 has called for a comprehensive solution, including a series of other funding measures such as raising the alcohol tax by a "nickel a drink," going after tax

scofflaws and cutting hundreds of millions in wasteful information technology contracts for well-connected private firms.

"The state has already laid off 10,000 temporary workers so before legislators consider layoffs and furloughs, they need to get rid of expensive private contractors who do work that state employees perform more effectively at lower cost," Fonseca said.

If there is no compromise on the \$14 billion deficit by early January, California would have to pull the plug on about \$5 billion in upcoming public works projects such as hospitals, roads and

levies. Republican resistance to compromise may also hinder California's ability to get billions from the federal economic stimulus package.

"We need to have everyone, the unions, the governor and the legislature conveying the same message to Washington in order to get economic stimulus funds," Local 1000 President Yvonne Walker said. "California is headed over a cliff. The governor and the legislature need to work at this 24 hours a day until they reach a resolution."

To see updated news on the state budget go to [seiu1000.org](http://seiu1000.org) and watch the Channel 1000 News.

## Local 1000 wins outsourcing battle *Board cancels "proprietary" computer contract at DGS*

Local 1000 has won another big victory in our campaign to prevent the costly outsourcing of information technology jobs that can be done at half the cost by state workers. On Dec. 2, the full State Personnel Board upheld a ruling that disapproves an IT software contract between the Department of General Services (DGS) and Valley Oak Systems Inc.

The Board's decision brings an end to Local 1000's challenge to five IT contracts – our attorneys won four cases. The disapproved contracts were valued at \$448 thousand. DGS chose to appeal only the Valley Oaks case to the full board, claiming that the program which

was serviced under that contract was custom and "proprietary."

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**—Margarita Maldonado**  
*Chair, Bargaining Unit 1*

However, the full SPB agreed with Local 1000 attorneys that the Valley Oaks contract was not written to service

a proprietary program. It was written as what has become a boilerplate maintenance and service contract with help-desk services. In fact the word "proprietary" never appeared in the contract.

"DGS's continued failure to train existing staff to maintain proprietary programs and then argue they have to outsource maintenance at double the cost is an outrageous waste of taxpayer money," said Margarita Maldonado, chair of Bargaining Unit 1 and an associate information systems analyst at the Department of Justice. "DGS has known since 2003 – a full five years – that they needed to train workers."

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 6 - Grievance and Arbitration

Your union contract contains hundreds of provisions designed to protect your rights. **Article 6 – Grievance and Arbitration** – defines a grievance as a dispute involving the interpretation and enforcement of the terms of the contract, and guarantees your right to fair and timely resolution.

Grievances should be discussed informally with the employee's immediate supervisor who must give a response within seven calendar days.

**Step 1:** If an informal grievance is not resolved satisfactorily, a formal grievance may be filed in writing no later than twenty-one calendar days after the event being grieved.

- Written grievances must include a description of the alleged violation, the specific act(s) causing the violation, and the specific remedy being sought.
- The department must respond in writing within twenty-one calendar days of receipt of the formal grievance

**Step 2:** If the grievant is not satisfied with the written response, a written appeal may be filed with the department within twenty-one calendar days after receipt of the written response. The department must respond in writing to the appeal, with a copy sent concurrently to Local 1000 headquarters.

**Step 3:** If the grievant is not satisfied with the decision rendered at Step 2, an appeal may be filed within 30 days to the Department of Personnel Administration (DPA). A response is due from DPA within 30 days.

**Step 4:** If the grievance is not resolved at Step 3, Local 1000 has the right to submit the grievance to arbitration. An arbitrator will be mutually selected by DPA and Local 1000.

#### 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. Remember – grievances must be filed within twenty-one calendar days from occurrence in order to be considered. For more information regarding **Article 6 – Grievance and Arbitration**, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)

## Bargaining resumes Jan. 5

Our bargaining team will return to the table beginning in January. Both Master Table and unit bargaining is expected to begin the week of Jan. 5, but exact times and dates have not been set.

Local 1000's contract expired on June 30, provisions of the old contract remain in effect.

Our team has been bargaining steadily with the state since May and we have signed more than 400 tentative agreements, mainly dealing with non-economic issues.

The Statewide Bargaining Advisory Committee plans to meet Jan. 9-12 and will review the status of bargaining and the state budget.

## Delegate nomination process begins for General Council

### *Council meets Labor Day weekend in L.A.*

The Local 1000 Election Committee is beginning the work of administering the elections for delegates to the 2009 General Council in Los Angeles. Nomination forms for the delegate election will be arriving at each member's home by mail during the first week of January.

General Council is the policy making body for the California State Employees Association (CSEA) and is made up of delegates from all CSEA affiliates – Local 1000, the California State University Employees Union (SEIU Local 2579), the Association of California State Supervisors and the CSEA Retirees.

Each Local 1000 District Labor Council is entitled one delegate per 100 members. This has ranged from 8-19 delegates.

At the General Council, all delegates vote to elect CSEA officers, adopt the association's three-year budget, and accept or reject proposed changes to the organization's bylaws. At that time, Local 1000 delegates will also vote on the three-year budget for Local 1000.

General Council will be held in Los Angeles during the Labor Day weekend, Sept. 4-7, 2009.

For further information go the delegate elections page at [seiu1000.org](http://seiu1000.org) or e-mail [local1000Elections@seiu1000.org](mailto:local1000Elections@seiu1000.org)

## Mileage rate to drop in 2009

On Jan. 1, the state's standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be reduced to 55 cents per mile for business miles driven. Under your Local 1000 contract, state workers receive the federal Internal Revenue Service rate.

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



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