

# State slows bargaining before break

## *DPA resists serious contract talks in presence of lawyers*

Progress on our contract negotiations slowed dramatically in the final days of bargaining this year as state negotiators didn't participate in any substantive discussions in the presence of Local 1000 lawyers.

**“We brought our lawyers to prevent the state from jamming furloughs down our throats.”**

—Yvonne Walker  
Local 1000 president

Our legal team came to the table after the state presented a package of takeaways that amounted to a five percent pay cut. Those takeaways included 19 furlough days, elimination of two paid holidays and premium pay for holiday work, and eliminating the use of leave credits for the purpose of calculating overtime.

“We brought our lawyers to prevent the state from jamming the governor's furlough proposal down our throats,” said Yvonne Walker, Local 1000 president. “Any staff can participate in negotiations, and we can't fathom why state negotiators walked away.”

### **Substantial gains still in place**

Our bargaining team has been meeting with state negotiators for

six months and we've already signed more than 400 tentative agreements that both protect our hard-earned guarantees from past contracts and that improve our current contract.

“We've been very strategic in our approach,” said Walker. “We've listened to members, prioritized their concerns and continue to organize and fight back.”

In a strong demonstration of strength and support of our bargaining teams, thousands of members up and down the state participated in solidarity breaks, informational pickets and marches on the boss. The actions took place at nearly 100 worksites in the final week of negotiations.

### **We're working to solve the budget crisis**

We continue to press legislators and the Schwarzenegger administration on billions of dollars in annual savings identified by our members. We're lobbying in the Legislature for responsible long-term solutions to the budget crisis that don't target state employees and the vital services they provide.

“California's chronic budget deficit is a revenue problem,” said Jim Hard, Local 1000 vice president for organizing and representation. “We must insist that legislators drop their political baggage and take real actions on raising revenue.”



San Diego-area members support our bargaining teams during a noontime rally, part of the Channel 1000 “Road to the Contract Tour.”



Local 1000 members in Fresno from the Department of Transportation, District 6 office, gather in solidarity to “Fight the Furlough” on November 19.

### **INFORM YOURSELF... THEN TAKE ACTION!**

Log on to [seiu1000.org](http://seiu1000.org) and click on “Bargaining Updates”

Tell the governor and Legislature you want a fair contract

— click on —

**“Fight the Furlough”**

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 19.1 Hours of Work Article 19.2 Overtime

Your union contract contains hundreds of provisions designed to protect your rights. Article 19.1 - Hours of Work – describes the regular workweek and work shift. Article 19.2 - Overtime – describes your right to overtime pay for working more than 40 hours in a regular workweek. Your Local 1000 contract guarantees:

- No more than a 40-hour workweek for full-time employees.
- A regular work shift of eight hours.
- No change in a permanent workweek or shift without at least 15 days prior notice and five days notice for a temporary change.
- Overtime pay when you work more than 40 hours in a regular workweek.
- Pay for overtime at 1.5 times the hourly rate. Credit for overtime in 15-minute intervals.
- Credit for 15 minutes of overtime when seven minutes of overtime is worked.
- Payment for overtime in cash or with compensatory time off (CTO).
- CTO can be taken in 15-minute intervals.
- Cash payment for overtime after a year if CTO is not granted.
- Accrual of up to 240 hours of CTO.
- Cash payment if CTO is in excess of 240 hours.

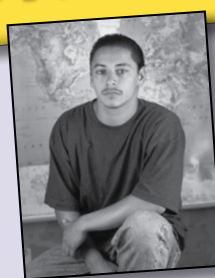
#### How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance. For more information regarding Article 19.1 - Hours of Work, and Article 19.2 - Overtime — as well as specific information pertaining to Bargaining Units 3, 17 and 21 — review the Local 1000 contract by visiting our website at [www.seiu1000.org](http://www.seiu1000.org)

*A message for Local 1000 members and their children*

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- SEIU John Geagan Scholarship

All of the above scholarships are open to Local 1000 members and their children.

The John Geagan Scholarship is open to Local 1000 staff.

**Application information is also available at [www.seiu.org](http://www.seiu.org) and at [www.applyists.net](http://www.applyists.net)**

*Applications must be postmarked by March 2, 2009.*

# Apply Now!

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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