

## Local 1000 looking forward after fair share ballots fall short

The state announced late last month that not enough ballots were returned to make the Unit 1 Fair Share election valid. "The members have clearly stated that they want a strong union to protect the important services that state employees provide, and to protect our salaries, pensions, and benefits," said Jim Hard, Local 1000 president. "Now that this vote is behind us, we can devote all our resources to improving representation and winning a fair contract."

"We're reorganizing and strengthening representation in every Bargaining Unit and positioning ourselves for what will be a very difficult contract negotiation," said Yvonne Walker, Local 1000 vice president for bargaining. "There will be greater emphasis on the issues our members have identified as most critical: job security, improved working conditions, and a secure retirement."

"Our members have voiced their support for Local 1000's investment in the resources necessary to build a 21st Century Union," said Cathy Hackett, Local 1000 vice-president and secretary/treasurer. 21st Century programs passed by the Local 1000 Council include:

- **Enhanced member representation program:** Additional staff and resources in our Union Resource and Member Service Centers to provide rapid and professional assistance to members and to enforce our contract.
- **Expanded leadership training:** Increased budget for job steward training, ensuring appropriate member representation in the workplace.
- **Increased contract fund:** More than \$3 million set aside in 2007 and 2008 to organize workers in all nine Bargaining Units.
- **Increased strike and defense fund:** \$2 million to fund campaigns to protect members' benefits.
- **Added research capacity:** More resources to add negotiating strength and continue the essential fight against outsourcing.
- **Strategic campaigns:** Added investment in building organizing strength in departments all across the state to tackle specific departmental and classification issues impacting our members.

## Local 1000 members sharing ideas to solve the budget crisis

Members throughout the state are sharing hundreds of ideas on ways to save money, increase revenues, and improve efficiency to help solve the state budget crisis. At a Local 1000 press conference being held today, President Jim Hard will cite a number of budget solutions provided by members. "We're getting critical input from the most qualified observers – state workers," Hard said.

Among the ideas submitted by Local 1000 members: collect the \$6.5 billion in corporate and personal income tax that goes unpaid every year; save up to \$176 million by converting IT contracts into state jobs; and save more than \$100 million by releasing as many as 33,000 prison inmates on time, rather than keeping them past their release date.

Members' ideas will be used in Local 1000's budget campaign which includes lobbying, coalition building with other public employee unions, and a comprehensive media relations effort that will include paid advertising.

Local 1000 is analyzing the governor's state-of-the-state message and his budget proposals. Details of Local 1000's response and breaking news about its budget campaign will be e-mailed to members and posted regularly at [www.seiu1000.org](http://www.seiu1000.org).

Meanwhile, at worksites statewide, members continue to fill out budget solution cards, which will be hand delivered to state decision makers. Members are also sending in their ideas by logging on to [www.seiu1000.org](http://www.seiu1000.org).

## More budget solutions from Local 1000 members:

*"Require departments to have fewer managers and more working staff."*

— Kris Kaney, Staff Services Analyst, CDCR

*"Increase income tax on multi-millionaires, and eliminate tax loopholes for the ultra-wealthy."*

— Earl Lagomarsino, Assoc. Program Analyst, DHCS

*"Stop the pork spending! Pass a budget that benefits the people, not the special interests."*

— Thelma Whisenant, FTB

*"Make research drive policy and budget changes...not politics."*

— Paul Smilanick, Research Program Specialist, SSA

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### What to do when your supervisor asks for a meeting

When your supervisor calls you into a meeting – with or without prior notice – proper action can lead to more positive outcomes. Articles 2.6 and 2.7 of your union contract grant stewards and employees reasonable time off for meetings and to confer on representational issues in the workplace.

If you are called into a meeting:

- Ask what the meeting is about, and if there is anything you can do to prepare.
- Always ask for representation. “If this discussion/meeting could in any way lead to my being disciplined, terminated, or cause an effect on my personal working conditions, I respectfully request that my Union Representative be present at this time.” If you do not have representation at the meeting, contact your steward or a Local 1000 staff person immediately after the meeting.
- Do not refuse to attend the meeting, and do not leave the meeting until it is over.
- Take notes.
- Answer questions honestly, and if appropriate to the question, with a “yes”, “no”, “I do not know”, “I do not recall” or “I’ll have to check on that and get back to you.” If you feel uncomfortable about some of the questions, you can ask that you be allowed to write them down and answer after you have had a chance to confer with the Union.
- If the meeting is recorded, ask for copies of the tape to be provided within 24 hours.
- You have the right to request to record the meeting with your own recording device. Should management refuse to allow you representation, you should request to record management’s denial of your right to representation. You may not record the meeting secretly, and if management refuses to allow you to record and directs the meeting to proceed, you must continue the meeting.
- If the meeting is investigatory in nature, ask for a date when they expect to complete the investigation.
- Ask for time off pursuant to Article 2.7 for all future meetings with Local 1000 stewards and/or staff.

#### 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 2 – Employee Time Off For Representation, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org).

### Post-employment benefits commission release report

A series of recommendations addressing unfunded retiree health care benefits was released Monday by the Post-Employment Retirement Benefits Commission (PEBC). Among the key ideas: a move to fund retiree health benefits through trust funds similar to most pension plans.

Trust funds would replace the pay-as-you-go approach, which will become more expensive as aging baby boomers retire in increasing numbers. Trust funds fund a majority of their obligations through investment income – as much as 75 cents on the dollar at CalPERS. While the trust fund model would require a large initial investment, the long-term result would minimize the stresses felt by already-overdrawn public budgets.

Other ideas brought forth by the commission include several recommendations to the Internal Revenue Service regarding fairness in how health care benefits are taxed; a warning to employers not to take “contribution holidays;” and recommendations that public employers who don’t provide health benefits evaluate participation in regional health care pools to bring down the cost of medical coverage to their retirees.

Commission member and Local 1000 President Jim Hard was among a group of representatives appointed by the governor, Senate President Pro Tem Don Perata, and Assembly Speaker Fabian Nuñez. “The threat to our pensions is real, and we’ll use every opportunity to ensure the security of our members,” Hard said.

For a complete copy of the commission’s report, log on to [www.pebc.ca.gov](http://www.pebc.ca.gov).

### Local 1000 sets timeline for statewide elections

Nominations for Local 1000 statewide officers and District Labor Council officers opened on January 2, starting a process that will culminate in a ballot count on May 21 and 22.

Nomination forms and 100-word candidate statements must be received at SEIU Local 1000, 1808 14th Street, Sacramento 95811, no later than February 12, 2008, at 5:00 p. m. Members can also access nomination forms online at [www.seiu1000.org](http://www.seiu1000.org).

Ballots will be mailed to all members’ homes on April 18, and must be received at the 14th Street address no later than 5:00 p. m. on May 19th to be eligible for counting. Official results will be announced on May 30.

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

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