

## Governor orders further budget cuts; *Local 1000 taking action as projected budget deficit grows to \$16 billion*

Gov. Schwarzenegger's executive order calling for further cuts in the 2007-08 fiscal year budget is long on spin and short on action – offering scant details on how his proclamation will save \$100 million in less than four months. Among his suggestions: a hiring freeze and stopping contracts for non-essential services.

Local 1000 is analyzing the impact of the just-concluded special legislative session and the series of budget alternatives proposed by the Legislative Analyst's Office. In addition, preparations are underway for budget hearings scheduled for March and April, where Local 1000 will use member-generated ideas to press for real structural budget reforms, like collecting the \$8.5 billion in income, sales and use taxes that go unpaid each year.

"We're glad to see the governor identify wasteful outsourcing as something to be eliminated from the budget," said Jim Hard, Local 1000 president. "It's an invitation for even greater scrutiny of the billions the state spends each year on overpriced private contractors."

The governor's order also suggests a hiring freeze – but no evidence exists that such a freeze would provide significant savings. When Gov. Davis implemented a hiring freeze in 2002-03, it was estimated to save less than \$20 million, hardly enough to make a dent in the \$16 billion deficit.

Initial analysis of the proposals passed by the Legislature during its special session has found very little impact on state employees represented by Local 1000. However, a multi-billion dollar deficit will take creativity and worker action in order to avoid deep cuts in state departments and agencies.

"Thank goodness we had the vision and courage to rebuild our union," said Hard. "Now, we've got the resources to fight this budget battle at the same time we're ramping up for a difficult contract negotiation."

### WHAT YOU CAN DO

#### *...to keep budget cuts off your doorstep*

Identify wasteful and non-essential outsourcing contracts – plus other cost savings, operational efficiencies and revenue-generating ideas and report them by logging on to [www.seiu1000.org/thousands\\_of\\_ideas/default.aspx](http://www.seiu1000.org/thousands_of_ideas/default.aspx)

## CDCR member action delivers reclass and raise

Nearly 1,000 workers from case records offices in the California Department of Corrections (CDCR) approved a reclassification that recognizes the complexity of their work and provides a new salary structure and a streamlined promotional process.



Case records workers rally for parity in Hanford in Nov. 2007.

"We won because so many workers were willing to get active by picketing, leafleting, signing petitions, writing letters and calling elected officials," said Marc Bautista, Local 1000 vice president for organizing and representation.

Many CDCR employees from other classifications and bargaining units joined the campaign and supported Unit 4 case records technicians. "Solidarity won this," he said. "This is what we need to do in every department."

More than 95 percent of voting members backed the new Case Records Technician (CRT) classification. Voters included at least 324 new members who joined Local 1000 as a result of CDCR workers mobilizing to change workload and retention problems in case records offices.

The new classification gives workers initial pay raises ranging from 3.2 percent to 15.5 percent. The state's original offer called for 1.7 percent pay cuts for hundreds of employees and up to 10 percent raises for others.

Office assistants, word processing technicians, program technicians and office technicians will all be reallocated into the new CRT class. The new class also creates a career path that allows the employees to promote within the CRT class without testing.

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 14.8 - Contracting Out Stopping outsourcing of state work

Your union contract contains hundreds of provisions designed to protect your rights. **Article 14.8 - Contracting Out**, protects our jobs from being outsourced. This Article entitles Local 1000 to meet and confer with departments who contract out, to mitigate or avoid the need for that contracting.

#### Your Local 1000 contract guarantees:

- The state must make every effort to hire, utilize and retain bargaining unit employees before hiring private contractors.
- Employees should not be displaced by private contracts.
- Displacement includes layoff, involuntary demotion and involuntary transfer to a new location requiring a change of residence and time base reductions.
- Departments must provide Local 1000 with sufficient information to determine if unnecessary and additional costs are being incurred by contracting out.
- Departments must provide Local 1000 with copies of personal service contracts for services in bargaining unit classifications.
- Any contracting by the state must comply with the process governed by the State Personnel Board (SPB).

#### How to take Action

Contact your Local 1000 steward if you feel your department is not complying with its responsibilities. Your steward will work with you, management and Local 1000's legal and research departments to determine the best course of action. For more information regarding **Article 14.8 - Contracting Out**, review your contract by logging on to [www.seiu1000.org](http://www.seiu1000.org).

## DMV workers rally for reclass; state stonewalls again

In a preview of things to come, nearly 1,000 Department of Motor Vehicles (DMV) workers in offices up and down the state participated in worksite actions in support of reclassification negotiations.

"This is the kind of member action we'll need to prevail in the upcoming contract battle," said Yvonne Walker, Local 1000 vice president for bargaining. "In every worksite, in every department, we need to show state officials, legislators and the governor we are united, we are fearless, and we are ready to act."



Local 1000 members making their voices heard at DMV headquarters.

More than 300 Local 1000 members picketed and rallied at DMV headquarters, while hundreds of DMV call-center workers statewide took a five-minute solidarity break, standing up in their offices.

"We're demanding recognition for the hard work and the quality of service DMV workers provide," said Walker. "For many Californians, DMV is the public face of state employees."

Once again, DMV and the Department of Personnel Administration (DPA) stalled Local 1000's efforts to reclassify more than 4000 DMV workers whose jobs haven't been reviewed in more than 20 years. A DMV-commissioned survey found that the increased complexity of the work, and the demand for higher and wider level of skills as key reasons for a long-overdue pay increase.

"Our members are doing everything the state asks, and are ready to do more," said Walker. "We need to tell the decision-makers – loudly and clearly – that we will not take excuses. We want respect and we want action."



Yvonne Walker, Local 1000 vice president for bargaining.

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 • **SACRAMENTO OUTLYING** (916) 554-1300 • **OAKLAND** (510) 452-4357

**LOS ANGELES** (323) 525-2970 • **RANCHO CUCAMONGA** (909) 466-5044 • **FRESNO** (559) 226-0756 • **SAN DIEGO** (619) 624-0515



**Deadline for bargaining surveys is Friday, 2/29 - return yours today  
or fill one out online at [www.seiu1000.org](http://www.seiu1000.org)**

