

Contract Action Teams forming to support negotiations, show our strength

Join the Local 1000 CONTRACT ACTION TEAM

Our contract expires on June 30. We know what we want, and we know what we deserve. And the only way we're going to get it is by showing the state that we are ready to act. Join the Contract Action Team to be part of a network to inform our members, communicate with our bargaining team and move ourselves into action.

I'm ready...are you?

Sign up at one of the three levels:

- ☒ **CAT Member** – Stay informed with contract news from your CAT Activist – and be ready to take action when called upon.
- ☒ **CAT Activist** – Move the contract campaign with two-way communications between CAT members and your CAT Team Leader.
- ☒ **CAT Leader** – Step up to the plate by coordinating with CAT Activists at your worksite.

Thousands of members up and down the state are signing up to take action in support of upcoming contract negotiations by joining Contract Action Teams (CATs)

– member networks that will communicate rapidly between worksites and the bargaining table.

“A key step in winning a strong contract is the ability to demonstrate to the state and the Legislature that members are willing to fight for what they deserve,” said Jim Hard, Local 1000 president.

Contract Action Team members will be called upon to take part in actions that will prove our resolve to win - sending delegations to “meet the boss,” wearing stickers, lobbying legislators, sending petitions, and participating in other worksite activities that ensure the state knows we are serious.

“I joined the CAT to improve communications at my worksite,” said Mike DeLuca, a member of Bargaining Unit 1 in Fresno who recently became a job steward. “I stepped up to help organize my co-workers on issues that matter to us all.”

“Participation in the CAT is growing, but we need more members to get involved to make a difference at their worksites

during our contract campaign,” said Pedro Leon, a sheetfed press operator at the Department of Justice.

After gathering input from hundreds of “Listen-up” meetings at worksites up and down the state, and from thousands of bargaining surveys turned in by members, Local 1000’s 2008 contract campaign is entering its second phase – analysis of member priorities.

During the month of March, elected Bargaining Unit Negotiating Committees (BUNCs) and our research analysts will carefully review survey and “Listen-up” meeting results to begin setting Local 1000’s bargaining priorities.

“We’re listening closely to what members want to see in their contract,” said Yvonne Walker, Local 1000 vice president for bargaining. “We’ll be basing our bargaining priorities on member input.”

In April, leaders and activists will conduct a second round of worksite meetings to report the key results of the bargaining surveys and the “Listen-up” meetings. “We’re ‘Following-up’ with members to share what we’ve learned, and to gain additional feedback to ensure we’re fully prepared at the bargaining table.

“This contract battle is the most important in our history,” said Walker. “We’ll need more members ready to take action than ever before.”



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Mike DeLuca
driver safety officer, DMV



“We need more members to get involved to make a difference at their worksites.”

Pedro Leon
press operator, DOJ

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 8.1

Vacation / Annual Leave

Your union contract contains hundreds of provisions designed to protect your rights. Article 8.1 - Vacation/Annual Leave - defines your right to paid time off.

Your Local 1000 contract guarantees:

- Employees receive increased vacation for increased years of state service:
 - 42 hours of vacation after six months of service;
 - 7 hours of vacation per month for up to three years of service;
 - 12 hours per month for up to 15 years;
 - 13 hours per month for up to 20 years;
 - 14 hours per month for 20 + years.
- Employees may opt for annual leave, in lieu of separate vacation and sick leave, and can opt to enroll in or leave the program each April.
- Employees enrolled in annual leave receive combined vacation/sick leave of:
 - 11 hours per month for up to three years of service;
 - 14 hours per month for up to 10 years;
 - 16 hours per month for up to 15 years;
 - 17 hours per month for up to 20 years;
 - 18 hours per month for 20+ years.
- Vacation or annual leaves cannot be unreasonably denied, but are subject to “operational needs.”
- When two or more employees—on the same shift in the same work unit—request the same leave time and approval cannot be given to all employees, leave is granted to the most senior employee.
- Six hundred forty (640) hours of vacation or annual leave can be carried into the next calendar year.
- Employees must be paid for unused vacation or annual leave upon leaving state service.

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 8.1 Vacation/Annual Leave, review your contract by logging on to www.seiu1000.org

Local 1000 overturns more outsourcing contracts

Continuing its aggressive attacks against outsourcing of state work, Local 1000 won a decision overturning six contracts in January and February at the Department of Developmental Services (DDS).

“These challenges are part of our unrelenting battle against illegal outsourcing,” said Jim Hard, Local 1000 president. The victories are the result of the combined efforts of Local 1000’s research and legal departments.

California’s primary personnel agency – the State Personnel Board (SPB) – took DDS to task for their actions in a January ruling, saying that DDS “... does not intend to comply with its constitutional mandate to hire civil servants unless and until its efforts to avoid that mandate are unsuccessful.”

Local 1000 whistleblower stops IT outsourcing

A confidential tip from a Local 1000 member resulted in an outsourced DDS information technology (IT) contract being disapproved by SPB. Decisions are pending on 35 IT contracts already under review by SPB due to Local 1000 action.

Next week, two legislative committees will hold informational hearings, at Local 1000’s request, on IT outsourcing. “We’ll testify about the hundreds of millions of dollars the state wastes each year to pay expensive contractors to do jobs state workers can perform more effectively and efficiently,” said Hard.

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against illegal outsourcing,”***

said Jim Hard, Local 1000 president.

In addition to disapproving the IT contract, SPB also disapproved contracts for janitorial services at five Department of Developmental Services (DDS) facilities – Agnews, Fairview, Lanterman, Porterville and Sonoma. Approximately 400 jobs are involved.

These recent victories bring the total of private janitorial contracts overturned through Local 1000 action to 77 in the last two years – a nearly 90 percent success rate. Local 1000 has identified another 100 custodial contracts that are likely illegal.

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

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