

Expanded political program flexing muscle in Capitol

Our expanded political program is paying real dividends by affecting legislation that protects member jobs and improves state services.

In the last 60 days alone, Local 1000 members and staff have testified at more than 50 legislative hearings and worked with legislative staff on another 50. We're tracking progress in all five budget subcommittees in both the Senate and Assembly, monitoring legislation and working to save programs and jobs while adding critical new positions, like case records analysts at the California Department of Corrections and Rehabilitation and tax collector and auditor positions at the Franchise Tax Board and the Board of Equalization.

"More resources in research, legal and organizing are allowing Local 1000 to impact legislation like we've never been able to before," said Jim Hard, Local 1000 president. "A critical element of our 21st Century Union Plan is being realized."

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—Jim Hard, Local 1000 president

'A real voice' on legislation

Our political organizing staff is also working with members to extend our reach into the field. Just this year, members have made nearly 90 visits to legislator's offices at the Capitol and in the field, lobbying on legislation impacting state employees.

Last week, the first-ever legislative hearing dealing with IT outsourcing on a statewide scale was held at the behest of Local 1000. Traditionally, outsourcing discussions are held on a department-by-department basis, but the surge of attention on the issue generated by Local 1000 created the need to concentrate the conversation in a single hearing.

"I feel like I have a real voice ... that I'm making a real contribution to Local 1000's efforts in the political arena and a real difference for my fellow members," said Marie Harder, a senior information systems analyst at the Department of Public Health.

Outsourcing fight moves to the Capitol

While Local 1000 has successfully challenged scores of illegal contracts, the battle is no longer just a legal one – we've expanded our campaign to stop the outsourcing of our jobs to the halls of the state Capitol. Language developed by Local 1000 research and legal departments has been inserted into AB

2603 (Eng), which requires greater transparency in the way the state manages personal services contracts.

In addition, a number of member-generated ideas on how to solve the state's budget crisis have evolved into a series of Local 1000 white papers that have already made a significant

impact on how state decision-makers are looking at the deficit and next year's budget.

Our white paper on IT outsourcing identified \$100 million in overspending on contracts each year, and was at the core of our success in moving AB 2603. Local 1000 has also published two issues of *The California Bottom Line* – covering \$8.5 billion in uncollected taxes and \$100 million in overspending at California state prisons. Copies of all three publications have been circulated to hundreds of opinion makers and political leaders. The impact is being felt in the media and most importantly, where laws affecting members are made.

Article 16.1

Layoff and Reemployment

Your Local 1000 contract contains provisions protecting members during closures of facilities and reductions in workforce.

- If the state determines layoffs are necessary, it shall meet with Local 1000 to determine if alternatives such as voluntary reduced work time, retraining, early retirement and unpaid leaves of absence are possible.
- The state may offer affected employees a transfer or a demotion in lieu of layoff.
- Reductions in workforce shall be in inverse order of seniority.
- Employees shall be notified 30 days in advance of the effective date of layoff.
- The state shall establish a reemployment list by class for all employees who are laid off. Such lists shall take precedence over all other types of employment lists for the classes in which employees were laid off.
- Departments filling vacancies shall offer positions to employees facing layoff, demotion in lieu of layoff or geographic transfer.
- Any dispute regarding the interpretation or application of any portion of the layoff provision of our contract shall be resolved solely through the grievance and arbitration procedure.

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 16 – Layoff and Reemployment**, review your contract by visiting seiu1000.org

Legislators support 77 new positions to fix backlog in CDCR case records

Assembly committee agrees with Local 1000; says new hires will save state prison system \$2.6 million

An Assembly budget subcommittee voted to support hiring 77 new permanent correctional case records analysts in order to clear the backlog in recalculating the sentences of inmates in state prison.

The subcommittee's 5-0 vote on May 7 came after testimony from Local 1000, which has been saying for more than a year that the California Department of Corrections and Rehabilitation (CDCR) could save money, avoid costly lawsuits and free up prison beds by recalculating the sentences of about 33,000 convicts in order to comply with changes in the law.

"This is a big first step toward CDCR finally addressing the complexity of our work and our increased workloads," said Karen DeVoll, a correctional case records analyst who testified at the hearing. "We realize there is a lot more work to do but we're happy that we were able to push CDCR to start solving the problems in case records."

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– Karen DeVoll

CDCR case records analyst

Subcommittee Chair Juan Arambula (D-Fresno) expressed his support for improving the CDCR's case records section, noting that the 77 positions would cost \$5.2 million but save the state at least \$7.8 million in prison costs for a net gain of \$2.6 million.

The subcommittee's action affects 77 workers who were hired as "limited term" temporary employees. If this budget request passes both houses and is signed into law, these workers would receive full-time positions.

For more than a year, Local 1000 has been prodding CDCR to hire more case records analysts, and modernize the operations of case records, which are all calculated by hand because there is no computerized tracking system. Local 1000 filed a lawsuit in December challenging the state on its backlog in case records.

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

