

Negotiations begin, but quickly stall at master table

Last week, after months of preparation, all nine of Local 1000's bargaining unit negotiating councils began bargaining with the state on our master contract, but negotiations had hardly begun when the state walked out.

On Wednesday, master table negotiations stalled as the state and our team met for less than 40 minutes because the state wasn't ready.

"We were extremely surprised that the state wasn't prepared to bargain with us," said Yvonne Walker, vice president for bargaining. "They obviously didn't put in the same kind of work as we did and they don't value our members or the taxpayers as we do."

The master table is where issues impacting all employees in all bargaining units are negotiated.

Despite the state's stance, members demonstrated solidarity with our negotiating team by "sticker up" at hundreds of worksites on May 20. "We showed the state our resolve to win a good contract," said Robyn Sherles, chair of the Unit 15 bargaining team. "But we'll need to take more action, with more members, if we are to get a decent settlement by June 30."

Bargaining teams from Units 1, 4 and 11 met with state and exchanged initial proposals on Friday, May 23. All other Local 1000 bargaining teams concluded the week by refining proposals and poring over material from our research department. Master table negotiations will resume on June 9. Bargaining unit negotiations will resume in mid June.



Local 1000 members at Caltrans in Los Angeles support our bargaining teams by "sticker up" with "Value Us" stickers on May 20.

Outsourcing battle yields four additional victories

Local 1000 won four more fights over wasteful government outsourcing as the State Personnel Board's executive officer overturned four information technology (IT) contracts worth \$450,000 at the Department of General Services (DGS).

The victories come at a time when state legislators are getting ready to consider Local 1000-backed legislation, AB 2603 (Eng), that would force state agencies to be more transparent in providing details about contracts. Since 2005, Local 1000 has successfully overturned 95 contracts that violated state regulations. The rulings against DGS are significant because that agency is responsible for approving most personal services contracts for other state agencies.

"These decisions show that DGS can't keep track of its own outside contracts, not to mention those of other state agencies," said Jim Hard, Local 1000 president. "It's clear that the contracting process needs to be reformed. The legislature needs to start by passing AB 2603."

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.

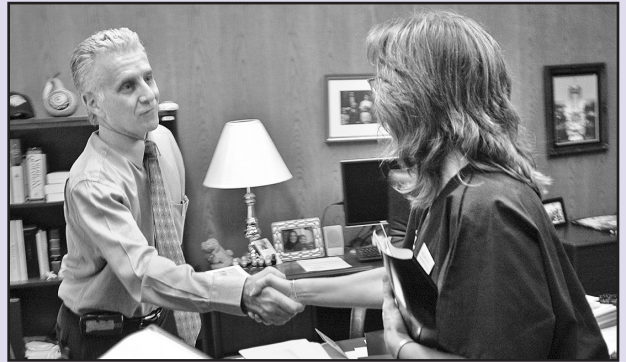
How to take Action

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

Members lobby at Capitol on outsourcing, pay parity

Local 1000 members lobbied legislators last week on outsourcing, parity pay for health care workers and the concerns of workers in the California Department of Corrections and Rehabilitation.

On May 19, 40 members of the Local 1000 Council visited a dozen legislative offices. The next day, 28 state workers, including more than a dozen nurses in purple Local 1000 scrubs, lobbied several key legislators to talk about AB 2603 and AB 3043. The first bill would force public agencies to provide details and costs of private contracts and AB 3043 would approve a pay parity agreement for health-care workers in the departments of mental health, veterans affairs and developmental services.



Assemblymember Paul Krekorian speaks with Debbie Murray, a nurse at the Sonoma Developmental Center about AB 3043.

“These are both good bills and I’m happy to support them,” said Assemblymember Ted Lieu (D-Torrance), during a meeting with six Local 1000 workers.

“I really feel like we were successful at getting our message out,” said Debbie Bordeaux a dental assistant at Napa State Hospital. “The reaction was very positive from legislators. I’m ready to come up and do this again to get our bills passed.”

Assemblymembers Paul Krekorian, (D-Burbank), Mike Davis (D-Los Angeles) and Warren Furutani (D-Long Beach) stopped short of promising support for the two bills. Local 1000 plans to follow up with all three legislators.

“These legislators were happy to hear that our outsourcing bill will save the government money if passed,” said Leonard Seitz, a longtime Caltrans information technology employee.

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



Bargaining Hotline (866) 621-8704

N.S.D. CONTRACTORS & WORKERS