

## Contract campaign shifts into higher gear; get ready to act!

Local 1000 members up and down the state are getting ready to act in support of bargaining as final preparations are underway for contract negotiations that begin May 20.

Local 1000 noticed the state last week that we intend to open numerous contract articles and that a key focus of our proposals will be issues that ensure we retain and attract qualified state workers.

Next week, members of the Bargaining Unit Negotiating Committee (BUNC) will meet to finalize our initial contract proposals. Those proposals will reflect the priorities of members derived from more than 22,000 bargaining surveys, along with feedback from the thousands of members who attended "Listen-up" meetings in February and "Follow-up" meetings in April and May.

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*– Yvonne Walker, Local 1000 vice president for bargaining*

Top bargaining priorities identified by members included preserving our hard-earned retirement benefits; protecting the 80/20 allocation of health care costs; and preventing the outsourcing of state work.

"Our members told us with a nearly unified voice that they understand this round of negotiations will be difficult ... and that winning any wage increase or COLA in the face of a multi-billion dollar deficit will be a tough fight," said Jim Hard, Local 1000 president.

### Member actions will make the difference

Demonstrating strength and solidarity in support of our negotiating teams is the final, most important step in the bargaining process. "We need to show decision-makers that state workers are tired of just taking it, tired of being doormats," said Yvonne Walker, Local 1000 vice president for bargaining. "We're going to be more intense this time around, and members will make the difference."

Members throughout the state are joining Contract Action Teams (CATs) that will facilitate demonstrations of strength and solidarity for our bargaining teams.

Contract Action Teams are member networks that provide rapid, two-way communications between your workplace and the bargaining table. More member participation means a stronger voice in support of negotiations. Joining a CAT is easy – forms are available from your Local 1000 steward or CAT leaders in your work place.

## Bargaining Schedule

### February

- 22,000 bargaining surveys returned
- 10,000+ members attend "Listen-up" meetings

### April

- Statewide Bargaining Advisory Council met to analyze surveys
- Survey results released to members
- "Follow-up" meetings held to collect additional member input

### May

- 1 – Local 1000 notices the state on proposals we will submit
- 9 – BUNC chairs and DPA meet to finalize bargaining ground rules
- 12 -16 – BUNCs finalize Local 1000 bargaining proposals for all nine units
- 20 – Master table negotiations begin
- 23 – Negotiations begin for each Bargaining Unit

### What Members Can Do To Win

- Join a Contract Action Team at your place of work
- Support our bargaining team by "sticker up" on May 20
- Take part in worksite actions to demonstrate strength and solidarity
- Keep informed through daily Channel 1000 updates beginning May 20
- Check the Local 1000 Hotline daily beginning May 21

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### Article 11.4

#### Your Right to be Paid on Time

Your union contract contains hundreds of provisions designed to protect your rights. Article 11.4 - Timely Payment of Wages – defines your right to be paid on time.

#### Your Local 1000 contract guarantees:

- Employees will receive a salary advance if no pay warrant is issued on payday.
- Employees will be issued a normal salary advance for the net pay within two days when the error in pay is due to processing the payroll.
- Employees will be issued a salary advance of no less than 50 percent of the net pay within five days for all other issues.
- No more than four salary advances will be issued per calendar year, except for payroll processing errors.
- Overpayment or payment errors may be satisfied by the use of leave credits, excluding sick leave.
- Employees who do not receive their overtime check will be issued an overtime salary advance by the end of the pay period following the actual month in which the overtime is submitted.

#### How to take Action

Contact your Local 1000 steward if your rights have been violated. Your steward will work with you, management and your contract to determine the best course of action, up to and including filing a grievance.

For more information regarding Article 11.4 – Timely Payment of Wages, review your contract by visiting [seiu1000.org](http://seiu1000.org)

# Pay equity increase for nurses, medical classes being held up by ‘politics of the Legislature’

## AB 3043 needs your help to get out of legislative limbo

Two years of hard work by Local 1000 health care professionals to achieve pay equity may be obliterated by political wrangling in the Capitol if members don’t act fast to save AB 3043.

“We’re not going to let the politicians mess up two years of hard work,” said Cecilia Morales, a long-time nurse at the Yountville veterans home. “The politicians don’t understand the issues and they don’t understand AB 3043 is the only way to preserve the quality of care for America’s veterans and other helpless people.”



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– Cecilia Morales,  
Yountville Registered Nurse

AB 3043 would increase pay for health care workers at three chronically understaffed agencies – the Department of Veterans Affairs (DVA), Department of Mental Health (DMH) and the Department of Developmental Services (DDS) and bring the salaries of nurses and other health care workers closer to those employees with similar jobs in the California Department of Corrections and Rehabilitation.

AB 3043 would implement Local 1000’s agreement with the state retroactive to Jan. 1. The legislation would bring the salaries of most health care workers – about 3,000 people – who work outside the prison system, within five percent of the pay of similar workers within the prisons by 2009.

But now that victory, which is worth \$40 million to our members in Bargaining Units 4, 17 and 20, is being jeopardized by politics in Sacramento. On April 23, the legislation to remedy the disparity, AB 3043, was placed in the so-called “suspense file” of spending bills. The Assembly Appropriations Committee will consider AB 3043 after May 22.

In the coming weeks, Local 1000 is planning to lobby key legislators in person, by phone, via e-mail and by fax. For directions on how you can help go to [seiu1000.org](http://seiu1000.org) or e-mail Mario Valenzuela at [mvalenzuela@seiu1000.org](mailto:mvalenzuela@seiu1000.org)

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

