

## Members elect new officers

### Walker, Collins, Hard & Okumura all win

After winning election by a 15 percent margin, Yvonne Walker will take over as the new president of Local 1000 on July 1.

"We'll continue to focus our energies on passing a responsible state budget, negotiating a new contract for our members and building a union that wins for our members," said Walker, who has served as vice president for bargaining since 2005.

"This is an opportunity to bring everyone together," said Walker, a legal secretary at the Department of Justice who previously served in the Marine Corps. "This was a tough and spirited election, but we all share the same goals."

Members elected three other statewide officers in mail balloting results announced May 22. They also assume office July 1:

- **Cora Okumura**  
vice president and secretary-treasurer;
- **Jim Hard**  
vice president for organizing and representation;
- **Kathleen Collins**  
vice president for bargaining.

Okumura is a senior insurance examiner at the Department of Insurance and lives in the San Fernando Valley area of Los Angeles. Hard is an employment program representative at Employment Development Department and lives in Sacramento. Collins is a claims adjuster at State Compensation Insurance Fund in the City of Commerce.

Walker and Okumura both made history. Walker is the first African American woman elected to the presidency of Local 1000. Okumura is believed to be the first Filipina elected to statewide union office in California.

Okumura succeeds Cathy Hackett who chose not to run for re-election after serving 12 years as a statewide union officer.

"First of all I would like to praise and honor the Lord God for this victory," Okumura said. "I also would like to thank everyone who supported us and who trust that we will continue the work that we had begun. This is your victory!"

The election concluded the same week that Local 1000 began bargaining for a new contract with the state.



**Yvonne Walker, a legal secretary at the Department of Justice, elected Local 1000 president.**



**Cora Okumura, a senior insurance examiner at the Department of Insurance, elected vice president and secretary-treasurer.**



**Kathleen Collins, a claims adjuster at State Compensation Insurance Fund, elected vice president for bargaining.**



**Jim Hard, an employment program representative at Employment Development Department, elected vice president for organizing and representation.**

"Our current bargaining campaign will be one of the most difficult in our history," Collins said. "We will not succeed without member input and active involvement."

Hard, who is currently president, will succeed Marc Bautista, who chose to step aside after serving 10 years as a statewide officer.

"I've been privileged to serve as president for the past 12 years," Hard said. "I look forward to taking a hands-on approach to improving our organizing and representation in the workplace."

### Election Results

**President**

Yvonne Walker.....	44.0 %
Donna Snodgrass.....	29.3 %
Ken Hamidi.....	26.6 %

**Vice President / Secretary Treasurer**

Cora Okumura.....	39.3 %
Diane Whorton.....	30.2 %
Kim McElroy.....	17.2 %
Howard Costner.....	8.5 %

**Vice President for Bargaining**

Kathleen Collins.....	38.6 %
Cindie Fonseca.....	35.7 %
Patricia Lopez.....	25.6 %

**Vice President for Organizing & Representation**

Jim Hard.....	43.0 %
Joyce Thomas-Villaronga.....	33.5 %

Note: Totals do not equal 100 percent.

# KNOW YOUR RIGHTS

## YOUR UNION CONTRACT PROTECTIONS

### How to file an out of class grievance

#### Article 14.2 – Out of Classification Grievances

An employee is working “out of class” when they spend more than 50 percent of their time, over the course of two consecutive weeks, performing duties and responsibilities associated with a higher level existing classification.

Out of class claims not resolved at the department level may be resolved by the Department of Personnel Administration (DPA) provided there is substantial evidence that an employee is working out of class. Out of class grievances are among the most difficult to win in arbitration.

#### The Out of Class Grievance Process

Out of class claims must be made no more than 21 days (or 60 days for Unit 21 members) after the disputed work has ceased. If the out of class work is ongoing, the grievance is always timely.

A DPA Desk Audit is at the center of any work out of class claim. Before a grievance alleging out of class work can be filed, a Desk Audit must be completed. Use only the *definition* and *typical* task sections of your job specification. Duties that overlap may not be used in claiming out of class work.

#### What you need to include in your DPA Desk Audit form:

- List the duties that you feel are out of class work.
- Look for those duties in the SPB job specifications of the higher paid position.
- Look for those duties in your existing SPB job specifications.
- Determine whether those duties found *exclusively* in the higher-paid specification are done more than 50 percent of the time over two consecutive work weeks.
- Provide evidence to support your claim, which include:
  1. Time-sheets or other time keeping records.
  2. Work product reports illustrating time spent doing the work.
  3. Statements from supervisors and/or co-workers supporting your claim

#### How to take Action

When you have completed your DPA Desk Audit, contact the Local 1000 Union Resource Center. An analysis will be performed of your claim, and if it is determined to have merit we will work together to take action, first with your supervisor, and ultimately to a grievance.

For more information on **Article 14.2 – Out of Classification Grievances**, review your contract by visiting [www.seiu1000.org](http://www.seiu1000.org)

### Outsourcing transparency, parity bills pass Assembly

The state Assembly approved two Local 1000-sponsored bills – one that would force each state agency to reveal how much it spends on outside contracts, and a second that provides a parity pay raise for nurses and other health care workers in three state agencies.

Both the outsourcing bill, AB 2603 and the parity legislation, AB 3043, now move on to the state Senate for approval.

“AB 2603 requires that state departments provide more detailed information about how many contract employees they are using and at what cost to the taxpayers,” said the bill’s sponsor Assemblymember Mike Eng, (D-Monterey Park).

“Now everyone will be able to see that outsourcing does not mean the work will be done better or cheaper,” said Marie Harder, a Local 1000 member active in challenging wasteful state contracts.

### State hears worker tax gap ideas Tax collectors pitch proposals to BOE

After taking a survey of 181 tax collection workers, Local 1000 members presented the Board of Equalization (BOE) on Thursday with dozens of recommendations to help California collect millions in unpaid taxes that are now owed.



Local 1000 members Bobbi Smith (center) and Leora Hill (right) testify at a Board of Equalization meeting.

BOE employees Leora Hill of the Culver City office and Bobbi Smith of Sacramento presented Local 1000’s 12-page report to the board. Among the recommendations were allowing tax collectors to subscribe to a variety of private databases in order to find scofflaws, hiring more support staff so that tax professionals can focus on collections and utilizing more flexible work schedules to allow tax collectors to find non-payers.

“If the state implements these proposals, we could do a better job collecting those taxes that are legally owed to the state of California,” Hill said.

BOE Chair Judy Chu and board member Betty Yee both praised the Local 1000 report.

“I’m certainly happy to see this report,” Chu said. “These proposals can enhance our collection efforts.”

Meanwhile, the state Assembly also approved two budget requests for increasing tax collections at the Franchise Tax Board (FTB). The first would add 16 new positions to contact an estimated 60,000 people and businesses who do not file taxes. The second would create a shared database between FTB and BOE on delinquent taxpayers.

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

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