

We're keeping up the pressure for a budget and our pay



State Controller John Chiang at a rally in San Francisco where he told the crowd "...I'm putting people before politics."



Teachers at Lanterman Developmental Center signed a petition demanding parity with CDCR teachers. The petition was delivered to Pamela Meeker (Lanterman executive director), David Gilb (state's chief negotiator) and Teri Delgadillo (DDS director).



San Bernardino members protest outside of the state building chanting "I can't live on \$6.55!"

Members unify across the state

For more than a month, thousands of Local 1000 members – from Crescent City to El Centro – have come together to protest the governor's executive order to cut their pay and to demand a reasonable budget.

Last week, more than 300 members in San Francisco protested the governor's executive order outside of the state building and then cheered State Controller John Chiang when he told crowd "Some people are putting politics before the people ... I'm putting people before politics."

"We need to keep the pressure on if we expect a budget that will preserve the programs and services we provide."

– Cora Okumura

Local 1000 vice president and secretary-treasurer

California Department of Corrections and Rehabilitation (CDCR) members statewide demonstrated outside of their worksites chanting "We can't live on \$6.55."

In addition to their protests statewide, members also sent their legislators a message telling them to end the budget stalemate.

"We need to keep the pressure on if we expect a responsible budget," said Cora Okumura, Local 1000 vice president and secretary-treasurer.

Local 1000 increases legal pressure

Last week, after the governor sued to force Chiang to comply with his order, we asked the Sacramento County Superior Court to allow us to join the case in order to help Chiang's defense.

Local 1000 has filed three other legal challenges. The first alleges the governor broke state laws protecting employees from illegal layoffs. The second action alleges the governor acted illegally by unilaterally cutting wages while Local 1000 was negotiating over those wages. The third alleges the governor violated state law by not paying employees their full pay at the time they were laid off.

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Members' and stewards' rights in enforcing our contract

Article 2.6 - Steward Time Off

Article 2.7 - Employee Time Off

Article 2.8 - Union Steward Protection

Article 5.5 - No Reprisals

Your union contract contains hundreds of provisions designed to protect your rights, including state time off for representational purposes, and guarantees that you and your steward will not be discriminated against or harassed for exercising rights guaranteed by our contract.

Your Local 1000 contract guarantees:

- Employees are entitled to reasonable state time off, during work hours, to confer with a steward or union representative.
- Employees' release time is subject to approval by the employee's supervisor. (See next section if your supervisor denies your request.)
- Stewards are also given state time off, during work hours, for representational purposes.
- Stewards' release time is subject to prior notification and approval by the steward's immediate supervisor.
- Additional stewards can also be granted time off under this section if agreed to by all parties.
- Managers and supervisors cannot interfere with a steward's work in representing employees or enforcing the contract.
- Managers and supervisors cannot impose or threaten to impose reprisals, or otherwise restrain or coerce union stewards in representing employees or enforcing the contract.

If your supervisor claims that the time requested is unreasonable and will not approve of the meeting, you should:

- Ask your supervisor when would be a reasonable time to meet with your steward.
- Assess the situation and remind the supervisor that the contract says "shall be granted reasonable time off."
- Make sure the supervisor approves a time that will not delay your ability to meet grievance timelines. The bottom line is the supervisor must approve a time for the meeting.

How to take Action:

Contact your Local 1000 steward or the Union Resource Center in your area if you feel your rights have been violated, and/or your supervisor will not approve reasonable time for the meeting. 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 your rights and stewards' rights, review your contract at www.seiu1000.org

Budget stalemate hurts negotiations

But bargaining for a new contract moves forward

Despite the budget being two months late, Local 1000 resumed negotiations with the state last week and has more than 20 bargaining sessions scheduled with the state through the end of the month.

"The budget stalemate is a big problem," said Kathleen Collins, vice president for bargaining. "But negotiations are moving forward and we're working towards getting a fair contract."

Although our contract is negotiated with the state, it still has to be approved by the Legislature and signed by the governor once the budget is passed. So members are being asked to take part in political action and in worksite actions.

"Everyone needs to participate in every action at their worksite including solidarity breaks, informational pickets, wearing stickers and showing their desk tents," said Collins. "But they also need to call their legislators and get them to pass a responsible budget."

TAKE ACTION NOW!

1. Contact your Labor Representative, Steward or District Bargaining Unit Representative (DBUR) to:

- find out what actions your unit has planned and how you can participate
- find out what actions your worksite has planned and how you can participate

2. Contact your legislator and tell them to pass a fair and responsible budget now.

3. Purple up every Wednesday

4. Stay informed by watching Channel 1000 at seiu1000.org

5. Submit your worksite action ideas. Go to www.seiu1000.org and click on worksite action ideas to tell us what action you think we should do.

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

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