



Stand up and be heard!

Members press to be included in budget deal

Frustrated by a budget that's now more than eight weeks past due, members up and down the state continue to take action at worksites and on the streets—keeping the pressure on legislators to pass a responsible budget.

“We must continue to make our voices heard if we expect to have anything in the budget for state employee compensation,” said Yvonne Walker, president of Local 1000. “They listened when we said we couldn’t live on \$6.55 an hour, and now, we need to keep the pressure on for a fair and responsible budget.”

Our actions have generated huge amounts of media attention, including support from editorial boards from Crescent City to Los Angeles, that are helping to keep state employees’ issues alive in the budget debate.

Your voice is important – you can sticker up at work and say “Value Us!” – or you can “purple up” and take a solidarity break, march on the boss at your worksite, or join co-workers in an informational picket or at a rally. Contact your steward or Contract Action Team leader for details on how to make your voice heard.

Actions scheduled today

Members at State Compensation Insurance Fund (SCIF) are participating in worksite actions throughout the state today. Offices where actions are taking place include:

- Stockton
- Eureka
- Monterey Park
- Santa Rosa
- Rohnert Park
- Sacramento
- Redding
- San Diego
- Riverside
- Glendale
- Burbank
- Pleasanton
- Fairfield
- Vacaville
- Fresno

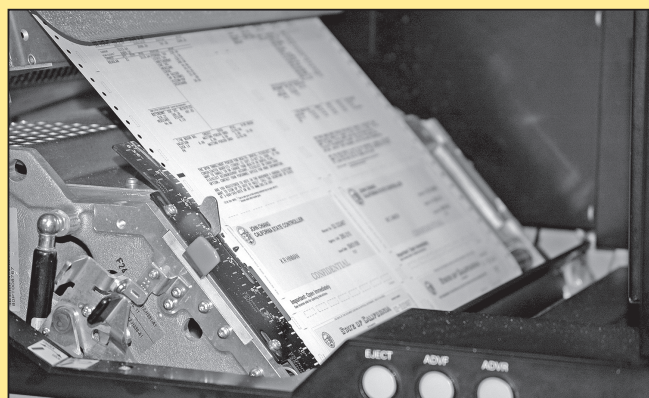
Paid in full!

August pay assured as fight continues against governor's executive order

State Controller John Chiang's promise to ignore the governor's executive order and pay state employees in full became a reality last week. Now Local 1000 is fighting to ensure full pay for September and beyond.

Last Thursday, Local 1000 joined Chiang and other state employee unions to force the legal battle into federal court. As a result the Sept. 12 state court hearing, on whether or not Chiang can be forced to cut our wages, has been delayed indefinitely.

“The effect of the governor's executive order is to force the controller into wholesale and widespread violations of the federal Fair Labor Standards Act (FLSA),” said Paul Harris, Local 1000 chief counsel.



Checks for the August pay period roll off the printer Friday.

The FLSA protects employees from a wide range of wage abuses, including forcing employees to work overtime but paying them less than their normal wage. This latest legal filing alleges that the governor's order will force Chiang to violate overtime and wage provisions of the FLSA and that these violations will subject the state to treble damages and penalties.

At the same time, Local 1000 continues to pursue three other legal actions aimed at overturning the wage cut and layoff provisions of the governor's executive order.

Chiang, a steadfast supporter of state employees, said he would “put people before politics” at a Local 1000 rally in San Francisco last week. The rally was one of scores throughout the state that brought together outraged members who stood up against the governor.

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 13.1 - Personnel and Evaluation Materials

Your union contract contains hundreds of provisions designed to protect your rights. **Article 13.1 – Personnel and Evaluation Materials**, defines the procedures for proper access to, and maintenance of, your official personnel file. Your Local 1000 contract guarantees:

- There will be only one official personnel file and, normally, one supervisory work file.
- Information in the employee's files shall be confidential and available for inspection only to the employee's department head or designee in conjunction with the proper administration of the department's affairs and the supervision of the employee.
- An employee or his/her authorized representative may review the files during regular office hours.
- Material related to the employee's evaluation or conduct, attitude, or service shall not be included in his/her official personnel file without being signed and dated by the author, and not before the employee is given an opportunity to review the material, sign and date it.
- The employee shall have the right to insert supplementary material and a written response to any items in the files, which shall remain attached to the material it supplements as long as the material remains in the files.
- Material related to an employee's performance shall be retained in the personnel files for a period specified by each department. Employees may request that materials of a negative nature may be purged after one year or at the time such material is used in a written performance evaluation. When an employee receives written documentation of a negative nature, the supervisor shall note in writing the time frame it will remain in the files.
- The files shall be maintained at a location identified by each department head or designee. Upon request, the State shall identify any supervisory files kept on the employee and the location of each file.

How to take Action

Contact your Local 1000 steward if your rights have been violated. Your steward will work with you and management to determine the best course of action.

For more information regarding **Article 13.1 – Personnel and Evaluation Material**, review your contract by visiting www.seiu1000.org

“Value Us!”

We keep California healthy, safe & strong



“I help keep your water safe to drink.”

**– Ed Somera
Department of Boating
and Waterways**

You know your work is important – but what about your co-workers up and down the state? Now is your chance to find out.

We're kicking off the “Value Us” Campaign, giving you a chance to learn about your fellow state employees, the work they do, and how they keep California healthy, safe and strong.

Ed Somera is an Aquatic Pest Control Specialist for the California Department of Boating and Waterways. He works to control invasive species that threaten our streams and rivers – and he works everyday to make your water safe to drink.

You can learn more about your co-workers and the important work they do – watch a Value Us! video – and even send in your own story about your job ... Log on to the new Value Us! web page at seiu1000.org

Bargaining update

Negotiations resume with mixed results

Six bargaining units returned to negotiations last week, reporting a number of important victories that preserve hard-won member protections and benefits from previous contracts. The state, however, balked at several economic proposals and continues to fight proposals ensuring the health and safety of our members.

Eight tentative agreements were signed at unit tables – covering shift changes for our printers in Unit 14, a salary definition scale for allied service workers in Unit 15, plus recruitment and retention differential pay for account clerks, as well as institutional worker supervisor's pay for our CDCR members.

The state continued to ignore issues of professional development and personal safety. They wouldn't discuss the 20/20 program – which allows Unit 20 members to attend school half-time and to work half-time – citing budget issues. At the Unit 4 table, the state balked at providing daily checks of personal safety alarms.

At the Master Table, our negotiating team continued to resist the state's efforts to limit Local 1000's access to employees and to control the flow of union information to state workers. However, progress was made on three issues—a unified grievance procedure, plus ensuring that the dignity, non-discrimination and sexual harassment sections apply equally to members in all bargaining units.

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

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N.S.D. CONTRACTORS