

Fighting for career development

Contract negotiations include provisions for employee growth

With more than 30,000 state workers – a third of the workforce in our nine Bargaining Units – retiring in the next 10 years, Local 1000 has presented state negotiators with new contract language that offers members well-defined opportunities for the training and education necessary to grow in their jobs and improve their career path.

Called *The Institute for Quality Public Services*, our proposal enables state workers to acquire new knowledge and skills to make it easier to move up the ladder in their current work environment, make positive career changes and participate in outside training.

The proposal is a direct result of bargaining priorities identified by members in a Local 1000 survey conducted last February. Training and education was one of the key priorities cited in more than 22,000 responses.

“Professional development and career mobility are vitally important to our members – and absolutely essential to maintain the quality services Californians expect,” said Margarita Maldonado, chair of Bargaining Unit 1. “The state must invest in its workforce now to ensure program continuity as our workforce retires.”

The proposal, submitted by Local 1000 negotiators at the Master Table, provides for improved education and training with three key results:

“Professional development and career mobility are vitally important to our members.”

—Margarita Maldonado
Chair, Bargaining Unit 1

Provide for upward mobility

Expand the training now available to state employees. New courses, developed by professional educators, will help employees advance in their profession by improving our qualifications and encouraging progress into higher classifications.

Offer career mobility

Provide training opportunities in other fields to facilitate transfers to new careers within state service that

offer further advancement.

Focus on professional development

Through training and continuing education, we can refine our current skills and abilities and acquire new ones, allowing us to formulate our own plans for development and to pursue lifelong learning.

“We are all professionals committed to quality service,” Maldonado added. “Training and education are invaluable as we strive to improve ourselves and the work we do.”

Unit 21 walks out for parity



For the first time in Local 1000 history, members from the Educational Consultants and Librarians (Unit 21) walked out of their offices August 26, demanding pay parity with private contractors and consultants who are paid from 20 to 40 percent more than state employees.

SCIF stands up for solidarity



State Compensation Insurance Fund (SCIF) employees at 22 worksites across California took part in solidarity breaks and informational pickets last Wednesday, supporting the bargaining priorities of their department.

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Article 2.4 - Distribution of Union Information

Your union contract contains hundreds of provisions designed to protect your rights. **Article 2.4 - Distribution of Union Information**, describes your right to have communications from Local 1000, including information about the contract and your right to representation, posted and distributed at your worksite.

Your Local 1000 contract guarantees:

- Distribution of Local 1000 information cannot be unreasonably denied.
- Use of employee organization bulletin boards to post Local 1000 materials.
- Use of employee mailboxes or in-baskets to distribute Local 1000 information or literature.
- Use of the state's e-mail system to communicate about Local 1000-related issues or business.
- Distribution of Local 1000 information and materials before or after work hours or during meal periods and breaks.
- If distribution is restricted for safety or security reasons, reasonable accommodations must be made.

How to take Action

Contact your Local 1000 steward if you feel these rights have been violated.

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 **Article 2.4 - Distribution of Union Information**, review your contract by visiting www.seiu1000.org

"Value Us!"

We keep California healthy, safe & strong

George Magnuson

Unit: 1

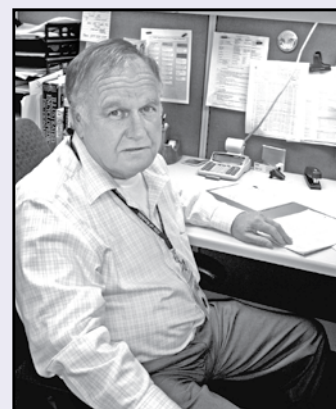
Department: Housing and Community Development Agency

Classification: HCD

Representative II

Years in Classification: 2

What I do: I review loan applications and make recommendations for homeless shelters and transitional homes. What this means is that I do all of the underwriting and funding-related tasks for the applications that the Housing and Community Development agency must process each year.



"I help the homeless find a place they can call home ... one bed at a time."

State insults our bargaining teams

DPA calls Army-style hats "gang" apparel

Bargaining grew increasingly tense last week as state negotiators balked at any economic proposal without a budget in place. At press time Friday, no budget compromise had been reached.

Eight of our nine bargaining units met with the state last week but in virtually all cases negotiations bogged down over relatively minor details or non-economic issues that are being "rolled over" from prior contracts.

"The state negotiators are trying to chip away at the edges of our hard-won rights," said Brad Willis, chair of our Engineering and Scientific Technicians (Unit 11).

In one example, state negotiators rejected current language affecting our Office and Allied Workers (Unit 4) because the acronym "DPA" was not fully spelled out as "Department of Personnel Administration."

The state also insulted our prison cooks (Allied Service Workers-Unit 15), saying our request to be allowed to wear Army-style boonie hats or beanies was rejected because both types of head gear are "gang affiliated," said bargaining team member Louie Gonzalez. The same hats are already approved for use by state correctional officers.

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

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