

Brown proposes SPB-DPA merger

Local 1000 monitoring progress; addressing concerns



Gov. Jerry Brown has proposed a plan to merge the state's two personnel agencies—the State Personnel Board (SPB) and the Department of Personnel Administration (DPA)—into a single California Department of Human Resources (CalHR).

Citing “study after study” calling for consolidation of the state's redundant and disjointed personnel systems, Brown says the reorganization will save upwards of \$6

million while streamlining the processes used to hire, promote, classify and discipline state employees. The reorganization, which would take effect July 1, 2012, also calls for a new director to head CalHR and office space to be consolidated.

“Any plan must ensure that the civil service merit system does not become a spoils system,” said vice president-elect Margarita Maldonado. “Local 1000 generally supports streamlining operations, but never at the expense of our members’ hard-earned rights.”

Maldonado testified last week at the Little Hoover Commission, the independent agency that investigates state government operations and promotes efficiency, economy and improved service. The commission's role is to review the plan and report its recommendations to the Governor and legislature.

Significant concerns raised

Local 1000 has asked the commission to address several key concerns prior to making a final recommendation to the legislature:

Protect merit system principles—Brown's proposal moves both recruitment and selection processes away from SPB's authority—while SPB has the constitutional responsibility of ensuring that process is merit-based and competitive. “The plan must guarantee merit

system principles are maintained, and adequate staff is available to monitor and audit that process,” Maldonado testified.

Ensure SPB neutrality—The new structure would have SPB administrative law judges and attorneys that appear before them working in the same department; Local 1000 is calling for “tangible safeguards” to shield SPB from untoward influence.

Dills Act protection—The current proposal would exclude all employees of the new CalHR from the protections of the Dills Act. Currently, workers at DPA are excluded, while SPB employees enjoy the privileges of union representation. Our recommendation: allocate exempt (confidential) duties to specific divisions, while allowing employees in other divisions to enjoy Dills Act protections.



“The plan must ensure that the civil service merit system does not become a spoils system.”

—Margarita Maldonado
Vice President-elect for Bargaining

Next steps

After the plan is submitted to the legislature, lawmakers have 60 days to consider the plan. The plan goes into effect unless rejected by a majority vote of either house during the 60-day period.

Local 1000 will continue to monitor the proposal's progress. Concluding her testimony, Maldonado emphasized that “the legislature should continue to work with SEIU and other stakeholders in developing the final legislation.”

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UNION UPDATE

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Monday-Friday
7 a.m. to 7 p.m.
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Fight for a Fair Economy heats up

Voter communications, training and news channel underway

Local 1000's efforts in the Fight for a Fair Economy—one that puts the interests of middle class families first—is heating up on three fronts as more members are stepping up to take part.

In support of the governor's balanced approach to solve the state's budget deficit, hundreds of volunteers have made more than 83,000 phone calls and knocked on nearly 14,000 doors in targeted legislative districts. They're talking directly to voters, asking their support for Brown's proposal to balance the state's books with a combination of tax extensions and program cuts.

Member training spreads the word

50 members and staff of Local 1000 participated in a train-the-trainer weekend in Sacramento last month, developing skills to use at worksite meetings to expand the message of social justice and empower members to reach out to fellow workers, family and friends to build political power in the fight for economic security and opportunity for working families.

National Workforce Network

Last week, we premiered a new national news broadcast connecting middle class workers, labor and allied organizations who are confronting issues involving workers' rights, job and retirement security, fair wages and benefits.

The National Workforce Network—produced by our own Channel 1000—will inspire viewers across the U.S. to become more active and involved in the issues that matter to their families and their jobs. You can watch the newscasts online on Channel 1000 or at nationalworkforcenetwork.tv



NATIONAL
WORKFORCE
NETWORK

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Weingarten Rights

Your Right to Representation

If you are called into a meeting with your supervisor or manager and believe the meeting or the information gathered in the meeting may result in disciplinary action, you have specific representational rights—known as Weingarten rights—summarized below:

- You have the right to have a union steward present.
- If you want a steward present, you must request it.
- If you do not know why your manager wants to meet with you, ask if it is a meeting that could result in disciplinary action.
- If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting. Respectfully decline to answer questions until your union representative is present. If the supervisor or manager insists that you answer questions you must do so. Take careful notes. Once the meeting is over, call your steward at once.
- You have the right to speak privately with your steward before the meeting and during the meeting.
- Your steward is not just a witness and has the right to play an active role in the meeting.

This statement could save your job:

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting and before I answer any questions."

However, if you are specifically ordered to proceed with the investigation/interview even without your representative present, politely restate your objection and remember the general rule of *"obey now, grieve later."*

How to take Action

Contact your Local 1000 steward if you feel your 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 Weingarten rights visit seiu1000.org