

NOVEMBER 9, 2011

UNION UPDATE



State Fund knew more layoffs were coming

Plan puts recently relocated employees at risk

Local 1000 member negotiators are meeting with State Fund management this week in response to the department's layoff proposal and the impact of the agreement negotiated earlier this year.

"Local 1000 is outraged that employees were relocated in September without advance notice that a decision had been made to lay them off."

—Margarita Maldonado
Vice President for Bargaining

"Our contract guarantees certain rights for our members," said Margarita Maldonado, vice president for bargaining. "Our goal is to get an understanding of State Fund's monetary constraints and offer solutions that protect members and keep them employed."

The latest negotiations come just months after State Fund put their reorganization plan in place, forcing hundreds of Local 1000 members to relocate hundreds of miles from their homes or leave state service. Hundreds of additional employees are scheduled to relocate next year, adding to workplace instability.

"Local 1000 is outraged that employees were relocated in September without advance notice that a decision had been made to lay them off," said Maldonado. "Program Technicians relocated from Burbank to Fresno on September 27—then State Fund announced layoffs nine days later."

Maldonado says this kind of corporate behavior is what one sees on Wall Street—you don't expect it from a state agency.

Actual layoff negotiations will occur once State Fund submits a layoff plan to the Department of Personnel Administration (DPA). State Fund plans to submit the plan and receive approval sometime in December. State Fund says the earliest employees can expect layoffs to begin is April.

During negotiations last spring around State Fund's reorganization plan, Local 1000 member negotiators asserted State Fund would not meet its attrition goals without offering a severance package.

"We brought in retirement experts and conducted a complex costing analysis," Maldonado said. "We demonstrated how State Fund could accelerate attrition and save the state money. If our proposals had been accepted, some of the problems State Fund is facing today would have been avoided."

CDCR realignment meetings underway

Process, options discussed at worksite meetings

Local 1000 members at the California Department of Corrections and Rehabilitation (CDCR) worksites up and down the state are attending meetings to learn more about their options as CDCR begins its multi-year realignment process.

"We are sharing with them the details of a 46-point agreement we reached with CDCR that provides more opportunities and more protections for CDCR employees," said Margarita Maldonado, Local 1000 vice president for bargaining. "It's a much more transparent process."

A team of 40 Local 1000 member leaders and staff will hold meetings for members at or near every CDCR worksite. They're distributing an eight-page "CDCR Realignment Guide" that explains three key elements: voluntary transfers, the SROA/layoff process and involuntary transfers. A schedule of meetings – updated on an ongoing basis – is available online at seiu1000.org/campaigns/cdcr

"Our members are thanking us for the work we do and for answering their questions," said Rionna Jones, a CDCR pharmacy technician. "We're also getting support from CDCR in promoting attendance at the meetings."

Stay informed about realignment

News & information at seiu1000.org/campaigns/cdcr

CDCR provides additional resources at cdcr.ca.gov/layoffresources/index.html

Questions? Call the Local 1000 Member Resource Center at **866-471-SEIU (7348)**



Members join campaign for jobs, infrastructure investment

With nearly 14 million people unemployed and another 11 million underemployed and looking for full-time jobs, creating jobs is our country's most urgent need. At the same time, our infrastructure is crumbling. All across the nation, it's time to solve the problem by putting people back to work doing ... work that needs doing.

The roads and bridges we drive over every day are falling, our classrooms are crowded and our schools run down. Our energy and transportation systems are at risk, and in our communities, parks and playgrounds are neglected.

Local 1000 and SEIU have joined with a broad coalition that includes community groups and members of the Occupy movement to call for increased investment in our nation's infrastructure, while at the same time putting more Americans back to work.

"By re-investing in America, we solve two problems at once – more jobs and improving our infrastructure," Local 1000 President Yvonne R. Walker said. "We are proud to join a national campaign to press Congress and the U.S. Senate to invest in America and put constituents back to work."

Rebuild American jobs

The campaign is designed to create jobs to boost our economy in the short term as well as improve our infrastructure, efficiency and global competitiveness in the long run. In return for a modest increase in taxes for millionaires, millions of Americans would go back to work and the nation's economy would receive a positive jolt.

On Nov. 3, Republicans in the U.S. Senate blocked a major component of the infrastructure campaign -- the "Rebuild America Jobs Act" -- which would have invested \$60 billion in the nation's infrastructure. SEIU has not given up the fight to see some version of that bill passed into law.

"By re-investing in America, we solve two problems at once – more jobs and improving our infrastructure."

—Yvonne R. Walker
President, Local 1000

Senate inaction spurs local actions

"The Rebuild America Jobs Act will move our economy forward by providing resources to create or protect jobs to rebuild our nation's crumbling infrastructure," SEIU President Mary Kay Henry said. "The Rebuild America Jobs Act is fully funded by a minimal tax increase on millionaires. In the United States today,

the richest 1 percent owns 34 percent of our nation's wealth; more than the entire bottom 90 percent who own just 29 percent of the country's wealth."

Join us!

National Days of Action

Here are events organized by Local 1000 in Sacramento.

As information becomes available on actions in other cities, it will be posted on seiu1000.org

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Occupy Highway 99

Thursday, November 17
4-7 p.m.

- Meet at the Hwy 99 pedestrian overpass, just north of the 12th Ave. exit.
- Park near Franklin Blvd. and 8th Avenue and walk to the overpass entrance on 31st Street to join the Local 1000 organizing team.
- Send a message to Sacramento commuters that we are part of the 99 percent of Americans who are in support of job creation.

NOV.
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Rally: Put America Back to Work

Saturday, November 19
Noon-1:30 p.m.

- Cesar Chavez Park, 915 9th Street, Sacramento
- Join teachers, nurses, public employees, laborers, students and members of the faith community as we press our federal government to support job creation.
- Learn what local leaders are doing to encourage job growth in the region, meet with job resource advocates, and send instant messages to U.S. senators in support of job creation.

People can sign up to attend the events at our website:

<http://seiu1000.seiu.org/daysofaction>

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

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