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UNION UPDATE

LOCAL 1000

SEIU
Stronger Together

Deadly pension initiative bypasses collective bargaining

Hard-earned retirement, medical benefits under attack

A new ballot initiative filed last week to appear on the 2016 ballot, would bypass the collective bargaining table and effectively freeze retirement benefits for Local 1000-represented employees at the current contract level, requiring voter approval for any enhancement of those benefits.

Any alterations in cost of living adjustments, pension calculations, changes in vesting or lowering the age of retirement eligibility would all be subject to a statewide vote—even if they are successfully bargained in a contract.

“This is a dangerous attack on our rights and retirement security,” said Yvonne R. Walker, Local 1000 president. “We’re fighting against wealthy, right-wing bullies who want to make sweeping changes to California’s pension laws that would destroy the promise of a secure retirement.”

Challenges ahead for new employees

State workers hired after January 1, 2019, would not receive the same defined-benefit retirement plan as current employees unless the state approves extending it and voters statewide approve the change. Those workers would presumably receive a 401(k)-type benefit instead.

More troubling: the ballot initiative defines “new government employee” as one hired after the January 1, 2019 date, regardless of any prior employment status with that or any other government employer. A likely outcome would be that a change of departments for any employee, regardless of past service, could be interpreted as changing employers. That would narrow upward mobility opportunities and the ability to transfer from departments and geographic locations while retaining seniority and benefits.

The fight begins now

Signature gathering begins soon as a coalition of anti-union, anti-public employee groups, including the National Right to Work Committee, marshal their forces to pass this deadly attack in 2016.



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—Yvonne R. Walker
President

“It is more important than ever to become a member of Local 1000,” said President Walker. “We are all in this together to protect our jobs, our benefits and pensions by keeping Local1000 strong.”

DMV Manager demoted for treating employees poorly

Contract enforcement efforts pay dividends to improve workplace conditions

A victory for Local 1000 at the State Personnel Board (SPB) led to two abusive managers being seriously disciplined and showed how our strong contract enforcement efforts help members find relief from unfair and discriminatory working conditions.

In August of 2012, two women working as mailing machine operators at the Sacramento DMV were notified that the light-duty assignments they had been given to accommodate workplace injuries were being abruptly terminated. In a humiliating additional insult, they were escorted from the building. This action followed months of bad behavior on the part of these women's supervisors. Awash in an atmosphere of favoritism and discrimination, the women

turned to their chief steward in DLC 761, Jackie Wilburn, and Local 1000 for help.

The SPB ruling called for discipline for both supervisors. One was proven to have rudely called one of the women a liar in front of a number of people and received a formal reprimand in her file. The second, a manager, was found to have engaged in a campaign of retaliation in response to one of our member's claims of harassment. SPB validated the claims of the hostile working conditions these women faced and disciplined the manager severely with a twelve-month temporary demotion and pay cut.

"We have ways to hold bad managers accountable, and we'll use every weapon in our arsenal



"We have ways to hold bad managers accountable, and we'll use every weapon in our arsenal to get results."

—Tamekia N. Robinson
Vice President for Organizing/Representation

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Resource Center

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

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seiu1000.org

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IT Classification survey begins



"IT employees keep the state's business running, yet the state's classifications have failed to keep up with the rapid change in technology and evolving duties."

—Margarita Maldonado
Vice President for Bargaining

Local 1000 has launched a comprehensive survey that will advance the effort to review job specifications that have not been updated in decades.

"Survey participation by every IT employee is essential to making our case stronger in our discussions with the California Department of Human Resources," said Brenda Modkins, Chair of Bargaining Unit 1.

Local 1000 has made it a high priority to resolve the problems with IT classifications, training, compensation and outsourcing. The state has committed to working with the union by modernizing the IT classification system. Both parties recognize

a mutual interest in adapting to the changes in a field with a highly competitive labor market.

"IT employees keep the state's business running, yet the state's classifications have failed to keep up with the rapid change in technology and evolving duties," said Margarita Maldonado, Local 1000 Vice President for Bargaining. "The work they do is fundamental to the state, and they need to be properly compensated."

The online survey is available from June 16-30. For more information on how to take the survey, call the Local 1000 Member Resource Center at **866.471.SEIU (7348)**.