

MILLION-DOLLAR OUTSOURCING NIXED MEMBER ACTION SAVES UNION JOBS AND TAXPAYER DOLLARS

Local 1000 stopped a million-dollar-per-year outsourcing contract at the Department of Parks and Recreation, a big union win initiated by a tip from a vigilant member.

In June, member Don Solleder, working in rural San Diego county, identified the wasteful use of Netsource Consulting, who provided technical support and other services that were well within the scope of work that can be and was being done by state workers.

The contract gave Parks access to 4 full time consultants making up to \$125 per hour, who were charged with providing IT technical support, including GIS mapping, that was previously provided by our bargaining unit members.

As the department renewed the million-dollar contract for another 18 months, Local 1000's Legal

and Research departments worked together to challenge it at the State Personnel Board (SPB).

The department claimed the work is complex, requiring experience and expertise that is unavailable in state service. They also claimed it was not economically feasible to develop the skills of its own IT employees for the work required under the contract.

Relying on the expertise of both Don Solleder and member Vincent Green, a Unit 1 Classification Bargaining Unit Representative (CBUR), it didn't take long to realize that the Netsource contract was for typical GIS and IT maintenance tasks and that the department's defense was bogus. In October, SPB agreed with our members' assessment and ordered the contract disapproved. Parks and Recreation did not appeal the decision.



“This is an important victory. The state needs to pay competitive wages and invest in training its own IT professionals instead of wasting up to \$2.5 billion in taxpayer dollars every year on outsourced contracts.”

- Vincent Green, Unit 1 CBUR

Join the Fight to break the state's outsourcing addiction

Eliminating outsourced IT work strengthens the state's IT infrastructure and saves union jobs.

We're fighting to improve the productivity of our IT workforce. Send your tips to:

seiu1000.org/pod/report-wasteful-outsourcing

HOLIDAY PAY DENIAL REVERSED

Real representation restores members' contract rights

More than 800 seasonal and permanent intermittent workers at the California Department of Food and Agriculture (CDFA) have had their holiday pay restored after a Grinch-like effort by CalHR to end the rights established by our contract.

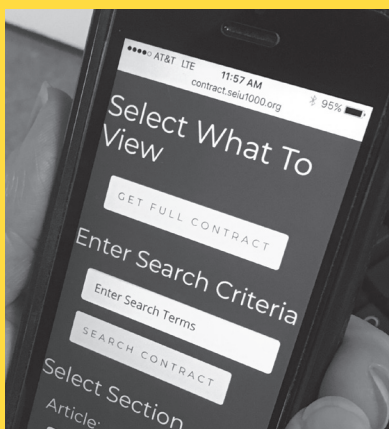
On September 9, following an August directive from CalHR, CDFA notified a number of classifications they would no longer receive holiday pay, claiming that those holiday benefits were “already included in the salary rate for the classification.”

The notice was sent to employees after the Labor Day holiday (denying affected members their rightful holiday pay) and reversed a practice that had lasted for more than a decade. Eight different classifications in Units 1 and 11 were impacted. No other reason for the change was offered.

Members from across the state reached out to Local 1000, and just four days later, we filed an “all affected” grievance while continuing to pressure CDFA and CalHR. We fought, citing both a government code and language from our own contract that provided holiday rights to all state workers, regardless of status.

On October 1, the grievance was elevated, arbitration was requested, and just before the Thanksgiving holiday, CalHR reversed their earlier instruction to the department, restoring the holiday pay benefit.

Due to fast action and constant pressure to resolve the issue, our members will receive back pay for the Labor Day and Veterans Day holidays and their full holiday benefits are now restored.



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