

JAN 23  
2013

# UNION UPDATE

LOCAL 1000  
**SEIU**  
Stronger Together

## Bargaining team prepares for contract negotiations

### Next steps include statewide meetings to collect member input

The Local 1000 Statewide Bargaining Advisory Committee—consisting of more than 200 elected members from throughout the state—came together Jan. 12-13 to map out a strategy and timeline to guide our upcoming fight for a fair contract.

Their agenda included development of an aggressive plan to gather member input and to engage and mobilize thousands of state workers to support the bargaining process.

“We’re working to protect and improve the benefits and working conditions we have fought to achieve,” said Margarita Maldonado, Local 1000 vice president for bargaining.

Beginning mid-February, Local 1000 will host a series of member



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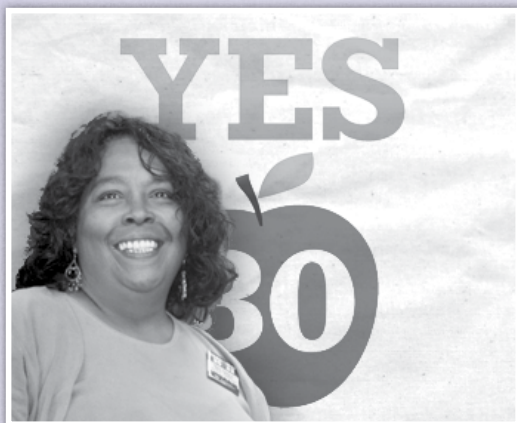
—Margarita Maldonado, Vice President for Bargaining

town halls to connect with members and learn their priorities for the new contract. Details on how and where to attend these town halls will be posted online in the near future.

“Every member who wants to give input will have the opportunity to meet with members of our bargaining team,” said Maldonado, adding, “When it is not possible

to participate in person, we will offer options for online participation and input as well.”

Local 1000’s contract, which was approved in 2010, expires on July 1 of this year. That contract includes a 3 percent pay increase for employees at the top step of their classification, which includes most of our members, effective July 1.



**“This is the first budget in five years where we have not faced the prospect of massive program cuts ... We’re seeing the results of our hard work in gaining voter approval for Proposition 30 in the 2012 election.”**

—Yvonne R. Walker, Local 1000 President

## Brown proposes balanced budget

### Members at top step of their classification receive 3 percent raise July 1

Gov. Jerry Brown released a balanced budget proposal on Jan. 10 that includes a 3 percent pay increase for our members at the top step of their classification, effective July 1.

Local 1000 is analyzing the details of the proposed budget for fiscal year 2013-14.

Brown’s budget plan sets the stage for our upcoming contract negotiations—Local 1000’s contract expires July 1.

## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

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# Outsourcing victory at CalPERS adds 86 jobs

## Expensive private vendors to be replaced by Unit 1 IT professionals

Local 1000's fight against wasteful outsourcing has tallied another win: CalPERS has agreed to hire 86 skilled workers, mostly information technology (IT) professionals in Bargaining Unit 1, to reduce the agency's reliance on contractors. The positions should be filled early this year.



***"This is a big victory for our members because CalPERS finally understands that contractors cost the taxpayers more than doing the same work with state employees,"***

—John Pace,  
Bargaining Unit 1, CalPERS IT employee, President District Labor Council 781.

## Transferring work to employees

The new hires are key to CalPERS' efforts to increase the transfer of knowledge from private contractors who set up new IT systems to state employees who will operate and maintain those systems. Typically, outside consultants are paid two to four times what the state pays for IT professionals.

For years, Local 1000 has been fighting with state departments about the practice of hiring private contractors to install a new computer system – and then hanging around for years to operate it at a much higher cost than transferring the work to state employees.

## Report outsourcing in your office

If you are aware of a situation where private contractors are performing work that could be done by Local 1000-represented state workers, please go to [seiu1000.me/RyDVFJ](http://seiu1000.me/RyDVFJ) and fill out the survey form.



Top 5 questions answered by the Member Resource Center

866.471.SEIU (7348)

**Q: When does banked Personal Leave Program days (PLP) 2010 and PLP 2012 expire?**

**A:** PLP 2010 expires on June 30, 2013 and PLP 2012 does not expire.

**Q: When does PLP 2012 end?**

**A:** PLP 2012 is scheduled to end June 30, 2013.

**Q: Am I allowed state time to meet with my union steward?**

**A:** You are allowed reasonable state time off during work hours to meet with your union representative on job related issues without a deduction in your pay. This is subject to your supervisor's approval, and more details can be found in article 2.7 *Employee Time Off* in our contract.

**Q: When do we get our 3 percent salary increase? Do all employees get the raise?**

**A:** The 3 percent increase in salary will start on July 1, 2013 for all Local 1000 represented employees who are in the maximum salary range except for seasonal clerks and Bargaining Unit 3 employees who work an academic calendar in the California Department of Corrections and Rehabilitation.

**Q: Can I take time off to attend functions at my child's school?**

**A:** Yes, but the time off is subject to operational needs and reasonable notice to the employer. You can use your accrued leave credits including vacation, annual leave, personal holidays, holiday credits and compensatory time off. You can find more details in article 8.18 *Work and Family Participation* in our contract.

Access Local 1000's Master Agreement with the State here  
[seiu1000.me/22k8AJK](http://seiu1000.me/22k8AJK)