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# UNION UPDATE

LOCAL 1000  
**SEIU**  
Stronger Together

STATE COMPENSATION INSURANCE FUND

# SCIF members statewide give 'Thumbs Down' to management

## State Fund workers speak out against mismanagement

Local 1000 members at the State Compensation Insurance Fund (SCIF) are joining together across California to demand that SCIF board members examine staffing levels, outsourcing initiatives and executive bonuses as hundreds face layoffs as part of the agency's new business model.

Since last fall there have been a steady stream of workplace actions as members have pushed management to be more responsive. In December, members held a rally in San Francisco and spoke at a board meeting. In late January and early February, members held "Thumbs Down" rallies at workplaces throughout California.

On Feb. 16, dozens of Local 1000 members rallied at the State Fund offices in Pleasanton before traveling to the SCIF board meeting. At the meeting, Local 1000 reminded board members of our attempts to work together to find solutions that benefit all parties -- California's injured workers, Local 1000 members and management. However, recent board actions have brought that relationship into question.

"I think executives want State Fund to fail so they can outsource the jobs," said Jeanne Brigman, a claims adjuster. "That would be bad for California's small businesses, it would violate state law and our contract, and it shows how mismanagement is hurting this agency."



*"The process of working with SCIF has become an absurd dance ... the level of trust between us has decreased and the dialogue has become very strained."*

—Margarita Maldonado,  
Local 1000 vice president  
for bargaining

## Fighting outsourcing

Local 1000 believes that SCIF plans to illegally replace many state employees with private contractors. SCIF management has refused to cooperate with Local 1000's requests for information on private contracts. SCIF receives no taxpayer funds and layoffs there are connected to a new business strategy and SCIF's shrinking share of the workers compensation insurance market.

State Fund has announced a plan to layoff up to 1800 employees—but that list doesn't reflect hundreds who voluntarily left in December under a transition package negotiated by Local 1000. State Fund began holding meetings with workers to discuss their options—without bargaining first with Local 1000.

## Management's 'absurd dance'

"The process of working with SCIF has become an absurd dance," Margarita Maldonado, Local 1000 vice president for bargaining, told the SCIF Board. "The level of trust between us has decreased and the dialogue has become very strained."

Brigman travelled from Riverside with other Local 1000 members to address the board. She wanted to make sure she and her coworkers had a voice with the State Fund board.

"There is a lot of work to be done," Brigman said. "I will come here again and again to make sure the board gets the message that things aren't being done correctly."



# A history of activism

## Jim Holverstott's four-decade career gives unique perspective

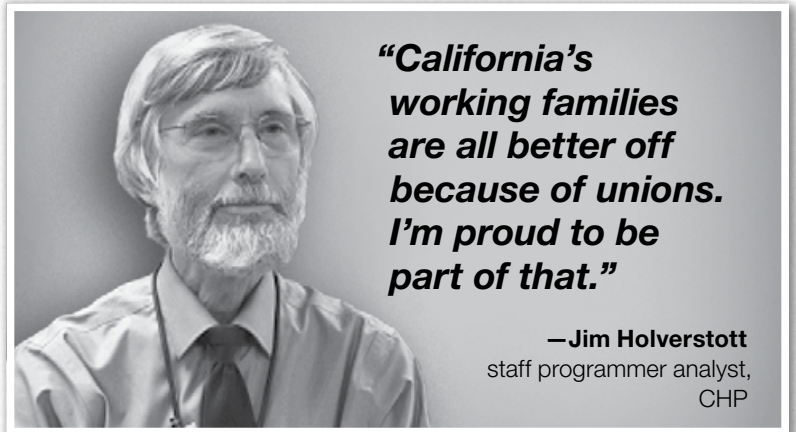
Jim Holverstott took his time about becoming a Local 1000 activist—29 years—but since 2000 he has volunteered thousands of hours on behalf of his fellow members.

"I had already worked for the state for nearly 30 years when I decided to take the steward training in 2000," said Holverstott, a programmer analyst at the California Highway Patrol (CHP). "For years, I believed in the union and supported it but I never really felt the need to be active. Once I did, I became very active. I enjoy helping people through organizing and representation."

Today Holverstott is vice president/chief steward of District Labor Council 784, responsible for about 2,000 state employees in the Sacramento area. He also served on Local 1000's Chief Stewards Committee and has been a General Council delegate. He has been active in politics since 1972 and he has done phone banking and walked precincts for Local 1000 on every major political campaign, winning awards for his dedication.

### Life before unions

Holverstott, 66, is also one of the few workers still in state service who remember life before the Dills Act—which allowed public employee collective bargaining—was signed



into law in 1977 after years of lobbying by state workers. Holverstott was raised in Sacramento, graduated UC Davis and served as a U.S. Army drill sergeant before joining state service.

"Prior to the Dills Act, things were definitely different—workers had little or no power," said Holverstott. "There wasn't a grievance process. It was an exercise in futility to complain up the ladder of management. In most cases, it still is. With a union, you have a process to protect workers and you have representation. Without a union, you have a promise of fairness that is mostly empty."

### Dedicated community activist

Holverstott's desire to help people is a consistent thread in his life. He volunteered for many years as a counselor on Sacramento's Suicide Prevention Hotline. A resident of Davis, he also serves on the board of the Yolo County chapter of the National Alliance on Mental Illness.

"I believe in helping people who are in need," Holverstott said. "Whether I do it through my union or a community group, that's what I do."

Holverstott began working for the state as an "applied science programmer" at Caltrans in 1971—back in the days when computer programmers would carry around trays of paper punch cards taking turns running programs on huge mainframe computers that had about as much computing power as today's smartphones.

Despite the advances in technology, millions of lines of COBOL programming language written in the 1970s and '80s are still in use today, including many at state agencies, which means that the services of COBOL programmers like Holverstott are still in demand.

After 41 years with the state, Holverstott could retire at any time. He keeps working less for his love for the programming language he mastered, than his desire to be of service to coworkers and California residents.

"I enjoy being active in the union," Holverstott said. "It really gratifies me that we have built a much stronger union. Our victories affect more than just state workers and their families. California's working families are all better off because of unions. I'm proud to be part of that."

## Resource Center

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

## Website

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