

FEBRUARY 2, 2011

# UNION UPDATE



## PLP/PDD days: Are you using them correctly?

### Understanding our new contract provisions

Our new contract—ratified by the membership last November—provides us with 12 leave days as part of the Personal Leave Program (PLP) and two additional Professional Development Days (PDD). Here's a guide that defines those two contract rights and how you can use them.

#### Personal Leave Program

Local 1000-represented employees (except Unit 3) earn eight hours of Personal Leave Program credit each month. Accruals began Nov. 1, 2010 and will continue through Oct. 31, 2011. Beginning Nov. 1, 2011, this program ends, and you will see a 4.62 percent increase in your pay. For more information, see Section 8 of your contract.

#### PLP highlights

- Effective Nov. 1, 2010 through Oct. 31, 2011
- Eight hours leave credit earned each month
- At the employee's discretion, PLP can be used in lieu of sick leave
- Must be used by June 30, 2013 or lose the leave time
- 4.62 percent monthly salary reduction; salary level restored Nov. 1, 2011
- No impact on employer contributions to benefits
- No impact on service credit accumulation
- No impact on retirement benefits
- Maximum discretion applied for approval of PLP requests
- Specific language for Unit 3 employees in CDCR, DJJ, OCE and CDE
- Leave can be used in no less than 15-minute increments



#### Professional Development Days

Local 1000 represented employees accrue two Professional Development Days (PDD) each fiscal year (July 1-June 30). You must use these days in the fiscal year they are accrued. These days are separate from any other provision afforded in the contract—including “educational leave.” These days can be used at your discretion and management may not request documentation for this leave. For more information, see Articles 11 and 13 of your contract.

#### PDD highlights

- Leave can be used in no less than one-hour increments
- Leave is used at employee's discretion; no documentation required
- PDD must be used in the fiscal year in which they are accrued; they will not carry over into the next fiscal year
- An employee cannot have more than two PDD in their leave bank at any time
- PDD cannot be cashed out
- Your supervisor cannot specify or demand the days on which you use your PDD
- PDD are separate from any other provision afforded in the contract, and are not considered “educational leave”

# Grievance filed over set-up/shutdown time at EDD offices

Local 1000 has filed a grievance to stop the Employment Development Department's (EDD) mandate that employees work outside their prescribed shifts without pay. Although "set-up and shutdown time" is paid work time under our contract, EDD has directed employees to work before and after their assigned start and end times.

"We are working on the frontlines of California's unemployment crisis, and we know how much work there is to do," said Jim Hooben, a steward at an EDD call center in Sacramento. "But the intense workload is no reason to violate our contract. We should get compensated for the work that we do—all of it."

"Our contract is clear on this point," said Margarita Maldonado, chair of Bargaining Unit 1. "If you start work at 8 a.m., you can't be expected to take calls at 8 a.m.—you need

***"Our contract is clear on this point ... that's paid overtime"***

—Margarita Maldonado  
Chair, Bargaining Unit 1



sufficient time to log on to your computer and read the relevant messages. And if you're still on the phone after 5 p.m. dealing with a customer or client issue—that's paid overtime for the employee, not free time for the state."

Local 1000 contract language doesn't become "null and void" because EDD is implementing new technology in its call centers and tax branch. Our contract says,

"Time necessary to 'set-up' and/or 'shutdown' a state function shall be part of the employee's workday." (Article 19.5)

Local 1000 has filed a grievance over this issue, and we need examples from workers in call centers all over the state. If you're not being paid for set-up and shutdown time, contact your worksite steward or call the Member Resource Center at **866.471.SEIU** (7348).

## 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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## Sacramento magazine honors Walker

*Sacramento* magazine named Local 1000 President Yvonne Walker as one of 20 "newsmakers whose creativity and industry are having a big impact in our community and beyond."

Others profiled in the article included members of Sacramento's business, arts, cultural and governmental communities. About Walker, the article said, "The state's rank and file has borne the brunt of the bad economy: forced to take time off without pay, threatened with minimum wage, and

often left at the mercy of judicial and legislative forces. But for the 95,000 members of Service Employees International Union Local 1000, at least, Yvonne Walker had their back."

You can read the entire article in the January 2011 issue at **sacmag.com**

