

JULY 18
2012

UNION UPDATE

LOCAL 1000
SEIU
Stronger Together

Fighting outsourcing with a stronger hand

New pact adds power to long struggle over private contractors

The tough new language on outsourcing in our ratified side letter agreement provides our members with a strong new tool for preventing private contractors from doing the work of state employees.

"It's a real victory because the governor could have imposed furloughs, but because we bargained with the state, we were able to gain historic new leverage in our fight to protect member jobs from pricey, private contractors," said Margarita Maldonado, vice president for bargaining. "This agreement really marks a new phase in our long fight against outsourcing."

Under the new agreement, Local 1000 and the state are scheduled to begin a series of regular meetings starting Aug. 1 to review contracts that could be eliminated and identify work currently done by contractors that could be performed at equal or lower cost by state employees. The new task force, which will include five Local 1000 members and five state representatives, will then make recommendations for contracts to be cut.

Winning challenges to contracts

For years, Local 1000 has pressured the state to reduce its reliance on expensive private contractors when state employees could do the job more efficiently and at less cost. Between 2003 and 2011, the state signed contracts—some with the nation's corporate giants—worth about \$210.6 billion. Very few of these contracts are independently reviewed for cost-effectiveness.

Since 2006, Local 1000 has challenged more than 100 state vendor contracts—winning approximately 80 percent of the time. In many cases, these victories led directly to state workers being hired to perform work previously handled by private contractors working at a higher cost. This includes 70 new positions at two veterans homes in Southern California. Some departments have also in-sourced work to state employees that was originally destined for private contractors.

Local 1000 has fought for years for increased disclosure of state contracts and sponsored legislation to accomplish that goal. Local 1000 also sponsored AB 740, a bill to increase oversight of contracting, which was signed into law by the governor last year.

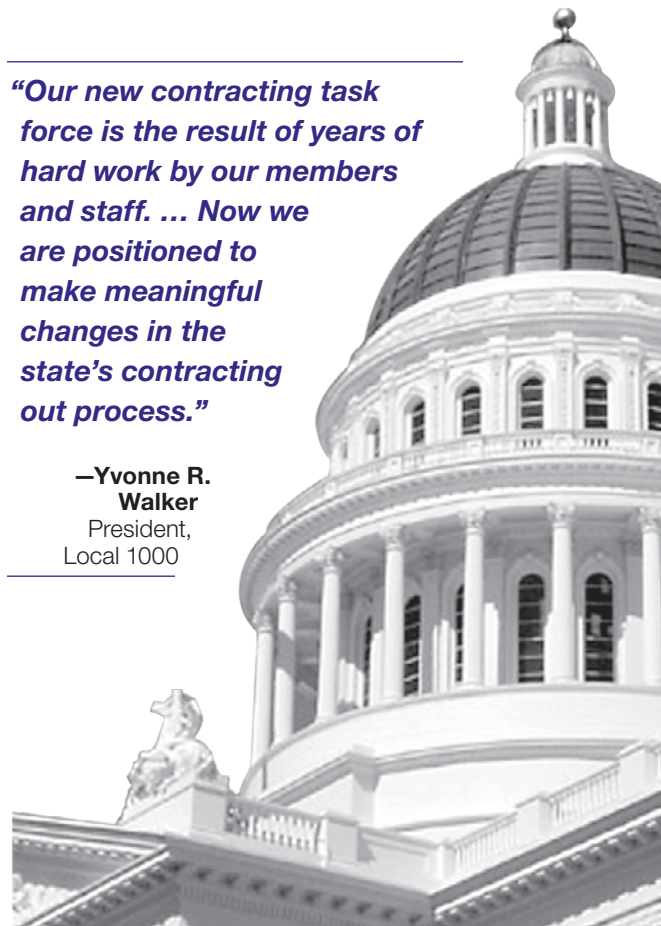
Years of effort

AB 740 requires state agencies to be accountable and change their business practices after the State Personnel Board (SPB) rules that a private vendor contract is illegal. This puts teeth into the process of challenging private contracts.

"Our new contracting task force is the result of years of hard work by our members and staff," Local 1000 President Yvonne R. Walker said. "We've been struggling for years to make the case that contractors should not be immune to budget cuts and that more of the state's work should go to the state's workers. Now we are positioned to make meaningful changes in the state's contracting out process."

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—Yvonne R.
Walker
President,
Local 1000



How to use PLP 2012 time

Ask for your time off early; Requests are due by the 20th of each month

DON'T FORGET!
Schedule time off every month!

Instead of being subject to fixed, mandatory furlough days as sought by the administration, Local 1000 fought for and won more flexibility for state employees over unpaid time off.

Local 1000 will continue to press the state on these issues. Follow-up meetings are already planned for Bargaining Unit 3 educators and employees who work in 24-hour care institutions. Both sides are committed to attempting to allow employees maximum flexibility to use their time.

“We wanted to give our members the opportunity to decide when to use their time within the month,” said Miguel Cordova, chair of Bargaining Unit 21. “This compromise gives us the latitude to choose the time that is owed to us.”

certain departments, especially prisons and 24-hour care facilities. On July 9, Local 1000 representatives met with the California Department of Human Resources—formerly the Department of Personnel Administration—to discuss ideas and solutions to make sure that all employees are able to take advantage of the flexibility that Local 1000 fought for at the bargaining table.

As more information becomes available on PLP 2012 issues in different departments, it will be posted to seiu1000.org. If you have difficulty scheduling time off or related questions, call the Member Resource Center at **866.471.SEIU** (7348).

The Personal Leave Program (PLP) 2012 is in effect until July 1, 2013, and will allow you the flexibility to choose the day you wish to take off each month. You will continue to work your assigned work schedule and will be credited eight hours of PLP time per month to use. PLP 2012 time is to be used before any other type of leave except for PLP 2010; this includes vacation/annual leave, personal leave days or personal necessity leave. It can also be used in lieu of sick leave.

Local 1000-represented employees are to have maximum discretion when scheduling PLP time off. Requests for the day off must be submitted like vacation or personal leave by the 20th day of the month it is earned. If you have not requested the time off by the 20th, your supervisor will schedule it for you—generally a day coinciding with your regular days off.

According to our side letter agreement, if a supervisor approves a PLP day and then rescinds it twice, an employee's third approved request cannot be rescinded.

There are already challenges for employees to schedule time off in

DETAILS

For more information regarding the side letter agreement and specific language for employees who are not full-time, please visit seiu1000.me/PMxfV1

Or if you have questions, contact your union steward or call the Member Resource Center at **866.471.SEIU** (7348).

PLP 2012 Key Details

How to request time off

- Continue to work your assigned work schedule.
- Use your PLP day during the month it is earned.
- Request the day you wish to take off before the 20th day in the month it is earned.
- Request the PLP day in the same manner as vacation or personal time off.
- Use before vacation/annual leave, personal leave days or personal necessity leave.

Questions?

Please visit seiu1000.me/N5eqZa

Or call the Member Resource Center at **866.471.SEIU** (7348).

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INFO

Resource Center

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

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