

FEB 26

2014

UNION UPDATE

Employment Development Department

Governor orders 'immediate' hiring & retention of EDD staff

State vows to fix unacceptable delays for workers seeking benefits

Addressing the crisis facing California's unemployed—and answering calls for action from frustrated Local 1000 members—the governor's office has ordered the Employment Development Department (EDD) to take serious steps towards addressing a critical backlog of unemployment applications.

Saying the problems cannot wait for approval of a new state budget in June, California Labor Secretary David Lanier ordered the EDD to hire 280 new customer service employees immediately, retain hundreds of additional interim staff, continue authorizing overtime pay and implement improvements to its phone system.

"We must continue to pursue solutions that strengthen this vital safety net for our most vulnerable communities."

—Margarita Maldonado
Vice President for Bargaining

Lanier also directed EDD management to hire programming staff to fix the state's botched \$110-million computer system upgrade.

"This is a big step in the right direction. Our members are on the front lines every day, hearing from the struggling Californians whom this department has failed through a

combination of technical problems, outside contractors and chronic understaffing," said Local 1000 Vice President for Bargaining Margarita Maldonado. "We are glad to see that the governor has taken action to help our members better serve the Californians who have been let down by these failures."

"We must continue to pursue solutions that strengthen this vital safety net for our most vulnerable communities," Maldonado added.

The flawed computer system and the expiration of federal funding have forced out-of-work Californians to wait long periods to receive benefits—with some people calling EDD 200 times without getting through. Our members have seen firsthand the tragic impact on people caused by inefficient computer and phone systems that are a legacy of the Schwarzenegger administration.

"It is painful to see people forced to endure so much stress to simply go through the process of seeking unemployment benefits—people are waiting weeks or more for



"We're all committed to providing help that Californians can rely on, especially those most in need ..."

—Irene Livingston
EDD Steward, San Jose

assistance," said Irene Livingston, an EDD steward from San Jose. "We're all committed to providing help that Californians can rely on, especially those most in need, and it is gratifying to see that our calls for a solution are being heard."

KNOW YOUR RIGHTS

Premium vs. regular holidays

Your Local 1000 contract guarantees six premium holidays and five regular holidays each year, and defines the rate and method of payment for each holiday.



Here is an overview of the rights granted by Article 7 of the contract—which can be seen in its entirety online at seiu1000.org

Premium Holidays

If an employee works on a premium holiday, they receive eight hours of holiday credit and one and one-half their hourly rate for all hours worked, paid by holiday credit, cash or CTO at the discretion of the state.

- **January 1** (New Year's Day)
- **The last Monday in May** (Memorial Day)
- **July 4** (Independence Day)
- **The first Monday in September** (Labor Day)
- **Thanksgiving Day**
- **Christmas Day**

Regular Holidays

If an employee works on a regular holiday, they receive eight hours of holiday credit and their regular rate of pay for all hours worked, paid by holiday credit, cash or CTO at the discretion of the state.

- **Martin Luther King Jr. Day** (third Monday in January)
- **Presidents' Day** (third Monday in February)
- **Veterans Day** (Nov. 11)
- **César Chávez Day** (Mar. 31)
- **The day after Thanksgiving**

Investing in the future

Putting college within reach for Local 1000 families



"I would like to study psychology at a California State University, and college is really expensive. Finding ways to get financial aid is important, and I'm glad we came tonight."

—Angie Meza

Local 1000 helped more than 60 members and their children take an important step towards achieving the American Dream of a college education at a Feb. 11 workshop in Sacramento. As the cost of college tuition continues to rise—and the economic burdens facing working families increase along with it, Local 1000 is partnering with community allies to put college within reach for members' families.

"When our members, and so many other working families cannot afford to send their children to college, that's a union problem," said Local 1000 President Yvonne R. Walker. "We must ensure that the ladders of opportunity many of us enjoyed remain in place for our children and for our communities."

Building on the success of last year's program, skilled community volunteers introduced families to the tools and resources they need to apply for financial aid. Local 1000 families who took part in last year's program have already gained thousands of dollars in college funding.

"Higher education is getting further out of reach for working families like ours—the costs are pretty intimidating," said Derrick Hodges, a Bargaining Unit 4 member leader from the State Controller's Office who also works on Local 1000's Early Childhood Education Campaign. "Our children will never have what we have today, if they can't see beyond high school. That's why this program is so important."

For these events, Local 1000 partners with Sacramento Cal-SOAP Consortium, which is a California Student Opportunity Access Program that increases awareness of college options and financial aid for students.

"Creating strategic alliances to strengthen the social and economic fabric of our communities are at the heart of our Purpose Statement" added Walker. "Education is a cornerstone to building a stronger middle class."

Resource Center

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

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seiu1000.org

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