

JUN 19
2013

UNION UPDATE



MEMBERS MADE THE DIFFERENCE

Tentative agreement reached! 4.5% salary increase for all members

A wage increase, a guarantee of no new furloughs and a range of other improvements to our rights and working conditions lead the advances secured in the tentative 3-year contract agreement reached last week between the Local 1000 bargaining team and representatives of the state.

“We have achieved each of the four top priorities identified by our members,” said Yvonne R. Walker, president of Local 1000. “Protecting retirement security, preserving our 80/20 health benefit premiums, no new furloughs or PLP days and a wage increase for everyone.”

As late as June 4, the governor and the state were holding firm on a “cost-neutral” contract and refusing to bargain over any financial issues. “Our June 5 rally – along with all the other worksite actions up and down the state – made a difference at the bargaining table,” said Margarita Maldonado, Local 1000 vice president for bargaining.

Other key contract victories affecting all Local 1000-represented employees include:

- An across-the-board pay increase for all employees
- No new furlough or PLP days during the term of the contract
- Reduction in health care dependent vesting from two years to one
- Increases in business and travel expenses
- Removal of the expiration date for PLP earned in 2010 and 2012
- A stronger dignity clause and workplace bullying protections

We also renewed more than 95% of the guarantees from our last contract. Each of our nine bargaining unit teams reached agreement on a number of issues relating to their specific units. More details about our tentative agreement are available online at seiu1000.org



“We have achieved each of the four top priorities identified by our members: Protecting retirement security, preserving our 80/20 health benefit premiums, no new furloughs or PLP days and a wage increase for everyone.”

– Yvonne R. Walker
President, Local 1000

Understanding our wage increase

All Local 1000-represented members will receive an across-the-board pay increase totaling 4.5% over three years, which will happen in one of two ways:

- 1) A 2 percent raise would become effective July 1, 2014, if the state achieves its projected revenues for FY 2014-15. If that target is met, employees will receive an additional 2.5% increase effective July 1, 2015.

Seasonal Clerk classifications will receive a 50-cent hourly increase on July 1, 2014, if the revenue targets are met.

- 2) If the state does not achieve those revenue targets, the entire 4.5 percent increase and 50-cent increase would be effective July 1, 2015. (Article 11.1)

Contract ratification starts today - see back page

Resource Center

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

Website

seiu1000.org

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Highlights of the Tentative Agreement

Local 1000's contract contains more than 750 sections governing our wages, retirement, benefits and working conditions. It protects the hard-fought rights we've achieved during our previous contract campaigns.

Here are a number of key advances negotiated by our bargaining team that affect all Local 1000-represented employees.

Health Benefit Plans

Reduces dependent vesting from two years to only one year. (Article 9.1)

Business and Travel Expense

Increases meal allowances by \$2 for each meal. Increases lodging rates for most areas, except Alameda County. (Article 12.1)

No Furloughs or PLP

Guarantees there will be no new furloughs, mandated PLP or reductions in school calendars. (Article 8.35)

Dignity Clause

Strengthens the dignity clause so that employees who believe they have not been treated with generally accepted standards of dignity and human courtesy may now file a grievance. Requires the state to maintain a Workplace Violence and Bullying Prevention program. (Article 5.11) (Article 10.21)

Mini-Arbitration Procedure

Extends the successful mini-arbitration pilot program through the life of the contract. This provision creates a standing panel of four arbitrators (two assigned by Local 1000) and spells out rules to expedite the hearing process. (Article 6.14)

Budget Solutions Task Force

Extends through the life of the contract the Budget Solutions Task Force that was established by the June 2012 Side Letter Agreement. The ongoing work of the task force is to achieve real savings by reviewing and analyzing private vendor contracts. It also reduces the use of outsourced work that can be done more efficiently and at less expense by state employees. (New Article)

Personal Leave Program 2010 and 2012

Eliminates the expiration date for accrued PLP 2010 and 2012. Must be used prior to any leave time except sick leave. (Article 8.32)

For more information on our tentative agreement, log on to seiu1000.org

CONTRACT RATIFICATION

Be sure your vote counts!

In order to become law, our tentative agreement must first be ratified by a vote of Local 1000 members. Voting will take place from June 19 – July 5. Only members can vote to accept or reject our tentative agreement.

There are several ways to vote:

- All Local 1000-represented employees will receive a ballot in the mail, which may be mailed back.
- You can attend a worksite meeting – more than 200 are scheduled – and cast your vote there.
- To review a list of meetings, go to seiu1000.org – and click the Contract Ratification button.
- You can vote in a Local 1000 area office or hand deliver your ballot during normal business hours.

Sacramento area: June 19 – July 8

Outside Sacramento: June 19 – July 5

Important information about voting

- Only members can ratify or reject an agreement.
- Ballots received at the same time as the membership application will be counted.
- Your vote must be received no later than July 8, 5 p.m., at SEIU Local 1000 Headquarters, 1808 14th Street, Sacramento, CA 95811.
- You must sign your name on the back of the envelope; otherwise your vote will be disqualified.
- You can download a membership application at seiu1000.org/yourunion/join.php
- Membership applications are available at each Local 1000 office and at worksite ratification meetings.

Questions? Call 866-471-SEIU (7348)