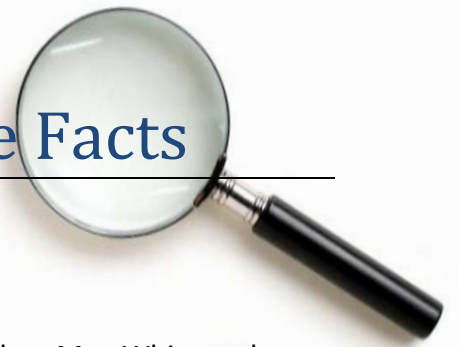


SEIU LOCAL 1000: Focus on the Facts

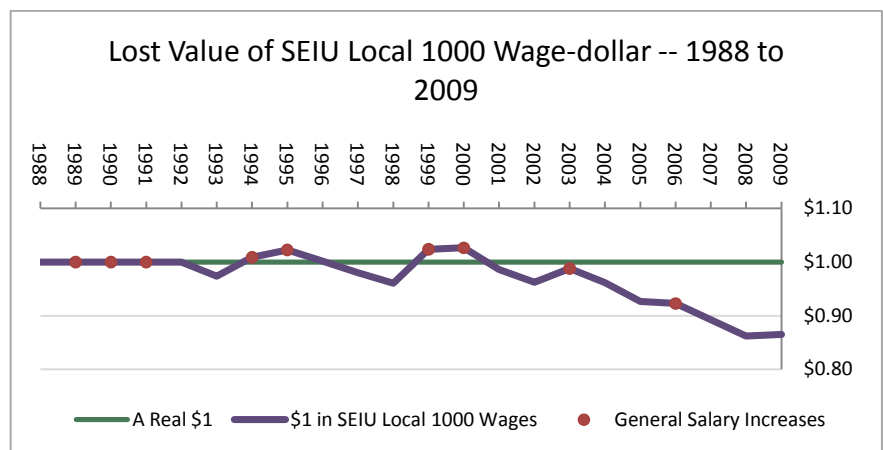


Shrinking pay of state workers

Governor Arnold Schwarzenegger and Republican gubernatorial candidate Meg Whitman have consistently characterized rank-and-file state workers as abundantly paidⁱ. But long before Schwarzenegger was elected and while Whitman was building her billionaire career at eBay, state workers were already sacrificing through years of invisible pay cuts. Consider the median salary for custodians: Annual median pay for custodians in 2008--adjusting for inflation--was actually \$1,860 less than it was in 1998. With the furloughs in 2009, median pay for custodians tumbled \$5,981 since 1998, adjusting for inflation.

SEIU salary increases have not kept pace with inflation

A dollar earned in 1988 by an SEIU member -- in spite of nine general salary increasesⁱⁱ-- only buys 86 cents in 2009, a 14-cent shortfall for housing, food and car payments. SEIU members would need a general salary boost close to 14 percent just to **keep pace with inflation**ⁱⁱⁱ.



Eroding SEIU Local 1000 Salaries

During the decade ending in 2008, the state work force grew primarily by adding workers in higher-paid categories, which skews median pay for all SEIU Local 1000 workers during that time period. Even so, inflation-adjusted ("real") annual median pay for all the union's members only rose \$1,051 in 10 years: 1998 real median pay is \$45,665 compared to the 2008 median salary of \$46,716^{iv} (See table on reverse).

Still, furloughs in 2009 delivered a \$3,409 drop in the annual median pay for members compared to 1998 real wages.

Looking at a more linear history of workers' salaries-- by their job classifications--presents the best measure of the economic decline for workers. Twenty-eight of the union's 35 top classifications by employee count experienced real pay losses through inflation compared to their 1998 counterparts.

Associate programmer analysts, who saw a \$10,504 decline in real pay from 1998 to 2008, topped the list. (See table on reverse.)

Of the seven classifications whose real income grew, the top two were in the medical field, such as registered nurses, a highly competitive industry in the private and public sector.

Table: 1998 to 2008, salary comparison for all SEIU Local 1000 and its top 35 classifications by worker count

Top 35 Classifications By Total Worker Counts, in Rank Order (58,630 SEIU Local 1000 workers in these classifications in 2008)	1998 Median Salary	1998 Real Median Salary in 2008 Dollars	2008 Median Salary	Real Change in Salaries from 1998 to 2008
All SEIU Local 1000 State Employees	\$33,252	\$45,665	\$46,716	\$1,051
1 OFFICE TECHNICIAN (TYPING)	\$29,724	\$40,820	\$38,040	(\$2,780)
2 ASSOCIATE GOVERNMENTAL PROGRAM ANALYST	\$49,668	\$68,208	\$64,176	(\$4,032)
3 OFFICE ASSISTANT (TYPING)	\$25,656	\$35,233	\$32,292	(\$2,941)
4 STAFF SERVICES ANALYST (GENERAL)	\$37,752	\$51,844	\$47,568	(\$4,276)
5 MOTOR VEHICLE FIELD REPRESENTATIVE	\$29,724	\$40,820	\$38,508	(\$2,312)
6 EMPLOYMENT PROGRAM REPRESENTATIVE	\$37,920	\$52,075	\$51,072	(\$1,003)
7 ASSOCIATE INFORMATION SYSTEMS ANALYST (SPECIALIST)	\$52,152	\$71,620	\$70,746	(\$874)
8 PROGRAM TECHNICIAN	\$27,576	\$37,870	\$35,700	(\$2,170)
9 PROGRAM TECHNICIAN II	\$29,724	\$40,820	\$38,508	(\$2,312)
10 CUSTODIAN	\$23,628	\$32,448	\$30,588	(\$1,860)
11 OFFICE ASSISTANT (GENERAL)	\$25,656	\$35,233	\$33,240	(\$1,993)
12 REGISTERED NURSE, CORRECTIONAL FACILITY	\$43,836	\$60,199	\$101,136	\$40,937
13 REGISTERED NURSE (SAFETY)	\$45,624	\$62,655	\$91,980	\$29,325
14 STAFF INFORMATION SYSTEMS ANALYST (SPECIALIST)	\$54,564	\$74,932	\$77,592	\$2,660
15 WORKERS' COMPENSATION CLAIMS ADJUSTER	\$45,384	\$62,325	\$58,860	(\$3,465)
16 CORRECTIONAL SUPERVISING COOK (CORRECTIONAL FACILI	\$32,664	\$44,857	\$42,312	(\$2,545)
17 WORKERS' COMPENSATION INSURANCE TECHNICIAN	\$33,468	\$45,961	\$43,560	(\$2,401)
18 SENIOR LEGAL TYPIST	\$34,224	\$46,999	\$42,192	(\$4,807)
19 TRANSPORTATION ENGINEERING TECHNICIAN	\$41,880	\$57,513	\$57,192	(\$321)
20 PERSONNEL SPECIALIST	\$33,552	\$46,077	\$47,448	\$1,371
21 ACCOUNTING TECHNICIAN	\$29,724	\$40,820	\$38,508	(\$2,312)
22 MOTOR VEHICLE TECHNICIAN	\$29,724	\$40,820	\$38,508	(\$2,312)
23 DISABILITY INSURANCE PROGRAM REPRESENTATIVE	\$37,920	\$52,075	\$51,072	(\$1,003)
24 FOOD SERVICE TECHNICIAN I	\$23,232	\$31,904	\$30,084	(\$1,820)
25 ASSOCIATE PROGRAMMER ANALYST (SPECIALIST)	\$52,152	\$71,620	\$61,116	(\$10,504)
26 KEY DATA OPERATOR	\$27,576	\$37,870	\$35,700	(\$2,170)
27 ACCOUNTING OFFICER (SPECIALIST)	\$41,616	\$57,151	\$50,820	(\$6,331)
28 ASSISTANT INFORMATION SYSTEMS ANALYST	\$37,752	\$51,844	\$54,096	\$2,252
29 CORRECTIONAL CASE RECORDS ANALYST	\$37,596	\$51,630	\$49,062	(\$2,568)
30 STAFF PROGRAMMER ANALYST (SPECIALIST)	\$54,564	\$74,932	\$77,592	\$2,660
31 WORD PROCESSING TECHNICIAN	\$27,576	\$37,870	\$35,700	(\$2,170)
32 TEACHER (HIGH SCHOOL-GENERAL EDUCATION) (CORRECTIO	\$49,992	\$68,653	\$88,847	\$20,194
33 TAX PROGRAM TECHNICIAN I, FRANCHISE TAX BOARD	\$28,308	\$38,875	\$38,508	(\$367)
34 WORKERS' COMPENSATION INSURANCE REPRESENTATIVE	\$45,384	\$62,325	\$61,776	(\$549)
35 MANAGEMENT SERVICES TECHNICIAN	\$31,332	\$43,028	\$41,112	(\$1,916)

For real wage histories of additional classifications, and information on the dollar impact of furloughs on wages by classification, contact the SEIU 1000 Research Department

Endnotes and References

ⁱ Decker, Cathleen. "Whitman calls for major changes in California worker pensions." *Los Angeles Times*, April 23, 2010, local news section. <http://www.latimes.com/news/local/la-me-0423-whitman-pension-20100423,0,6933039.story> (accessed April 23, 2010).

ⁱⁱ General salary increases occurred in 1989 (6%), 1990 (4%), 1991 (3%), 1994 (5%), 1995 (3%), 1999 (9.5%), 2000 (4%), 2003 (5%), and 2006 (3.5%). California Department of Personnel, Bargaining Unit Contracts. Bargaining Unit 1, Unit 3, Unit 4, Unit 11, Unit 14, Unit 15, Unit 17, Unit 20, and Unit 21. <http://www.dpa.ca.gov/bargaining/contracts/index.htm> (accessed March 2010). N.B: The MOU covering 1988 to 1993 not available online, found at SEIU Local 1000 Legal Department Library, Sacramento, CA.

ⁱⁱⁱ All inflation rates are calculated specifically for California. State of California, Department of Finance, Consumer Price Indices, CPI-U (All Urban Consumers). <http://www.dof.ca.gov/search/> (accessed April 2010).

^{iv} Calculated by only including full-time workers and measuring salary levels using "Base Pay." SEIU Local 1000 workers were identified using Collective Bargaining Identifier Codes R1, R3, R4, R11, R14, R15, R17, R20, and R21 for the three years in the study. State of California, State Controller's Office. Civil Service payroll data, 1998, 2008, 2009.