

JUN 26
2013

UNION UPDATE



Make Your Vote Count

Ratification Voting has Begun Statewide

Ratification Equals Benefits and Security

Our bargaining team successfully negotiated a 3-year agreement, which includes a wage increase, a guarantee of no new furloughs or PLP days and a range of other improvements to our rights and working conditions. In order for us to enjoy the benefits of the Tentative Agreement, it must first be ratified by a vote of Local 1000 members and made into law by the Legislature.

On Saturday, June 15, the Statewide Bargaining Advisory Committee met and agreed to send the Tentative Agreement to the membership for a vote, and the Bargaining Unit Negotiating Committee has endorsed ratification. Ratification voting will take place from June 19 - July 8. Only members can vote to accept or reject our Tentative Agreement.

There are several ways to vote:

All Local 1000-represented employees were sent a ballot in the mail, which may be mailed back. You can also attend a worksite meeting—more than 200 are scheduled—and cast your vote there. Local 1000 area offices are open during normal business hours, so you may also hand deliver your ballot.

Important information about voting

Your vote must be received no later than 5 p.m. on July 8, at SEIU Local 1000 Headquarters, 1808 14th Street, Sacramento, CA 95811. You must also sign your name on the back of the envelope, otherwise your vote will be disqualified.

Ratification Resources

Ratification webpage: seiu1000.me/15I0zUu

Tentative Agreements: seiu1000.me/11yTtuO

Calendar (search by zip code):
seiu1000.me/OOjzLB

List of meetings: seiu1000.me/12W65Cs

Become a member: seiu1000.me/103t0b8

Ratification highlights: seiu1000.me/11ogbsV



Highlights of the Tentative Agreement

- 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 only 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 percent of the guarantees from our last contract

Not a member? Become one to vote!

Per our Local 1000 policy file, only members can vote to ratify or reject an agreement.

Membership applications are available at each Local 1000 office and at worksite ratification meetings. If you prefer to vote by mail, a membership application has been included for your convenience. Ballots that are received at the same time as the membership application will be counted.

New Contract FAQ

Q: Will the 3% raise on July 1 still occur?

A: Yes. Our 2010-2013 contract provides that on July 1, 2013—the last day of our current Agreement—the maximum salary range for all classifications will be increased by 3%. Employees who have been at the maximum salary range for at least 12 months will receive a 3% increase.

Those who are not at the maximum, or who have been at the maximum for less than 12 months, will continue to advance to the higher maximum salary through normal progression through the salary range. Seasonal Clerks also will see a 50-cent increase in their salary rate effective July 1, 2013.

Q: What happened to unused PLP time for 2010 and 2012?

A: PLP 2010 and 2012 were originally scheduled to expire on June 30, 2013. Now, there is no expiration date on PLP 2010 or PLP 2012

Here's what you need to know:

1. Request the time in the same manner you request vacation/annual leave or personal necessity leave.
2. PLP 2010 and 2012 must be used before any other leave with the exception of sick leave.

Q: Does the new agreement allow for any furloughs or additional PLP days?

A: No, our agreement guarantees that for the life of this new contract there will be no new furloughs, mandated Personal Leave Programs (PLP), or adjustments to the school calendars at the state's Special Schools.

Q: Did our health insurance benefits change?

A: No, the State will still cover 80% of the weighted average of the health plan premiums. For new employees the share for dependent coverage is phased in over one year instead of two.

Q: What raises are in the new contract? What is the trigger for the 2014 raise, and what happens if the targets are not met?

A: The tentative agreement includes a 4.5% salary increase over the term of the new contract. Depending on the State's fiscal situation, 2% may be paid in 2014 and 2.5% in 2015.

The 2% raise in 2014 is contingent on the State's ability to fully fund its existing obligations, including the additional cost of providing the 2% pay increase in the year 2014. Using the 2014-2015 May Revise Budget the Director of the Department of Finance (DOF) shall have sole discretion on determining the availability of funding. If the targets are not met and there is no increase in 2014, the 2% will be added to the 2.5% (for a total increase of 4.5%) in 2015.

The salary rate for Seasonal Clerks will also increase by 50 cents in 2014 if the revenue targets are met; if they are not met, the increase will be made effective in 2015.

Q: What changes were made to travel reimbursement?

A: We were successful in achieving increases to both the per diem rate and to the hotel reimbursement rates. The daily per diem allowance increased from \$40 to \$46, reflecting an additional \$2 in the allowance for each meal. The baseline rate for hotels increased from \$84 to \$90 and for the vast majority of locations, the reimbursement rate increased well beyond that.



Questions about our new contract?

Find answers online at **seiu1000.org** – or call our Member Resource Center at **866-471-SEIU (7348)**

UNION INFORMATION

Resource Center

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

Website

seiu1000.org

Connect with Local 1000

Facebook
facebook.com/seiu1000

YouTube
youtube.com/seiu1000

Twitter
twitter.com/seiu1000

