

MAR 4  
2015

# UNION UPDATE

LOCAL 1000  
  
SEIU  
Stronger Together

“We fought SCIF to reward all its workers fairly ... and we won.”

—*Margarita Maldonado, Vice President for Bargaining*



## Local 1000 wins across-the-board bonuses at SCIF

### Union pushes back against two-tiered award system

Thanks to an agreement negotiated by Local 1000, nearly all represented workers at the State Compensation Insurance Fund (SCIF) will receive a 2.4 percent performance award this year. Announced on February 20, the annual award will go to everyone who is qualified to receive it.

The across-the-board nature of this year's awards is a major victory that resulted from Local 1000's push to make sure all employees at SCIF are fairly recognized for their hard work. The across-the-board awards replace the original two-tiered plan, which the union has long argued is too arbitrary and opens the system to abuse and favoritism.

“A two-tiered system doesn't work as an incentive,” said Bargaining Unit 1 Chair Brenda Modkins, who is on the team that negotiated the agreement.

“When employees perform above and beyond what is expected and don't get the higher award, it creates more negative impacts than positive.”

A survey of Local 1000 members at SCIF confirmed overwhelming support for an across-the-board performance award. The original two-tiered award system purported to reward “regular” and “superior” performance, but led to a significant amount of mistrust and ill will throughout the organization.

**Almost all Local 1000 members at SCIF—92 percent—will get the 2.4 percent award.**

“Our members spoke out strongly and said they wanted these awards to be the same across-the-board,” said Local 1000 Vice President for Bargaining Margarita Maldonado. “We fought SCIF to reward all its workers fairly for their hard work and we won.”



“A two-tiered system doesn't work as an incentive.”

— *Brenda Modkins, Chair, Bargaining Unit 1*

# Retirement security woes affect us all

## Secure Choice Board moves forward on implementation

A Local 1000 member leader testifies about the retirement problems her family is facing even though they have a secure retirement through CalPERS.

Theresa Taylor, a longtime Local 1000 activist who was elected to the CalPERS board last year, told the California Secure Choice Retirement Savings Investment Board of her family's struggles because her husband became disabled.

"My husband became disabled because of a progressive spine disorder and, while we were waiting for disability benefits, we were forced to dip into his 401(k) which had already shrunk by half because of the economy," Taylor testified. "Our hope for a secure retirement suffered a major setback that could have been avoided if my husband's plan was more stable."

"Even though I have a defined-benefit plan, my family's financial situation is very unstable, and I have many worries for our future," Taylor added. "My own situation is—sadly—a perfect example of how a secure retirement is out of reach for the majority of families in our state."



**"Our hope for a secure retirement suffered a major setback that could have been avoided if my husband's plan was more stable."**

—Theresa Taylor, Franchise Tax Board employee and CalPERS board member



**"All workers should have access to a secure, stable retirement income after working all of their adult lives."**

—Yvonne R. Walker, Local 1000 President

## Firm to study market for Secure Choice

At the same meeting, the Secure Choice Board voted unanimously to hire Overture Financial, LLC to conduct research and a feasibility study for the California Secure Choice Retirement Savings Program.

The firm has enlisted experts from UC Berkeley's Labor Center to help identify the market for a retirement saving plan in California. In 2012, the Labor Center issued a report—that gained national attention—showing that only 37 percent of private-sector workers in California participate in an employer-sponsored retirement plan and that 6.3 million workers had no access to a pension or a 401(k).

"The board is on its way to developing a plan to meet the retirement security needs of millions of California workers," said Local 1000 President Yvonne R. Walker, who is a member of the Secure Choice Board. "All workers should have access to a secure, stable retirement income after working all of their adult lives."

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