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UNION UPDATE

LOCAL 1000

SEIU
Stronger Together

Pension attack fails, new threats launched

After a dangerous and deceptive pension initiative failed to gain support, right-wing extremists Chuck Reed and Carl DeMaio have come out with two new proposals that continue their efforts to degrade the hard-earned pension benefits of public employees.

While their new approach appears to dial back the threat to current workers, the new attacks are just as dangerous. Everyone who cares about the economic security of California as a large segment of our population moves toward retirement should take this multi-pronged attack very seriously.

The new proposals, which are currently named “Voter Empowerment Act of 2016” and “Government Pension Cap of 2016,” would both be perilous to public employees if passed.

The “**Voter Empowerment Act**” would eliminate defined benefit pensions for new employees in favor of risky, 401(k)-style defined contribution plans. It would limit employer contributions to

one-half the cost of retirement benefits. Employers would not have to pay anything and are limited to paying no more than half. The act would prohibit benefit enhancements in existing plans and prohibit employers from paying the increased costs related to closing existing retirement plans. Death and disability plans would be imperiled because they are currently based on a defined benefit plan.



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Local 1000 President

The “**Government Pension Cap Act of 2016**” would cap government employers’ contributions at 11 percent of base compensation, or 13 percent for public safety employees. More troubling, it would include Social Security, Medicare, retiree health care, defined contribution plans or other deferred compensation toward the eleven or thirteen percent cap.

These proposals would eliminate reciprocity; that means if a government employee changes employers, he or she would be treated like a new employee. For example, teachers changing school districts would lose their pensions.

It’s clear that the forces that want to cut public employee pensions will keep coming with attack after attack. But Local 1000 will meet every threat, joining our strength with other public employee unions to defend the retirement security that our members have fought for and been promised.

“Local 1000 members have earned their pensions, and we will remain vigilant to protect them from any attack,” said Local 1000 President Yvonne R. Walker, who rejects the Reed/DeMaio proposals as a race-to-the-bottom strategy. “And we will continue to work to expand retirement security to all Californians.”

Resource Center

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Another victory against bullying

A supervisor at DGS has been reassigned and no longer manages workers after a Local 1000 won a grievance against workplace bullying.

Local 1000 is committed to creating and maintaining emotionally healthy workplaces for the state workers we represent. We recognize that hostility and unprofessionalism are unsafe working conditions and we take these threats to our workers seriously.

Two DGS employees came to the union to get relief from an oppressive situation that was making the workplace unbearable for them.

A Local 1000 member there spoke up when she witnessed a coworker being harassed so badly that he had to go out on stress leave. His supervisor was singling him out, denying him advancement and embarrassing him in front of his colleagues—who were encouraged to join in the harassment. The member



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special assignment and doesn’t supervise workers anymore.

“Supervisors shouldn’t have the ability to make workers’ lives hell, and we will not stand for it,” said Local 1000 Vice President for Organizing/Representation Tamekia N. Robinson. “In this and many other cases where we’ve stopped workplace bullying, real representation made the difference.”

who witnessed the harassment reports that when she called attention to her coworker’s mistreatment—and refused to take part in demeaning, so-called “team-building” activities that were bringing down morale—she became another target of that manager’s abuse.

Local 1000 filed a grievance to bring relief to both workers. The grievance went all the way to CalHR. When it got to that level, the state agreed to redirect both workers to new supervision. The bullying supervisor was placed on

New law expands role of Unit 3 librarians

Local 1000-supported bill expands commitment to inmate rehabilitation

Our 2015 legislative agenda—a yearlong effort to make politics matter for our members and all Californians—was capped this week when Gov. Brown signed the Local 1000-supported Senate Bill 343 into law.

Titled “CDCR Librarians and Inmate Community College Incentives,” the new law adds Unit 3 librarians to the CDCR rehabilitation team and reflects their role in preparing prison inmates for successful parole. The bill also adds incentives for the completion of two- and four-year college degrees.

“We are celebrating another victory in our commitment to move and pass legislation that affects our members at work and in their communities,” said Yvonne R. Walker, Local 1000 president. “This success comes from the efforts of dedicated political volunteers who lobbied for

important change and demonstrated the power of our membership at the Capitol.”

Lobbying and testifying for SB 343 and other bills, members representing worksites from across the state brought our issues to legislators through face-to-face conversations. Making these personal connections ensures that the people who make laws understand the real consequences of their decisions on the working people of California.

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safety of our members. The other bills would clarify the state’s rehiring practices (AB 466), streamline the state’s adverse action policies (AB 769), and help employees at the Judicial Council win the right to vote for union representation (AB 874).

Two-year legislation

Local 1000 continues its efforts to push 4 additional bills through the legislature on a two-year cycle: AB 840 would stop the dangerous practice of mandatory overtime for nurses and nursing assistants, a key priority for the