



CSEA UNITY 2008

California State Employees Association 

October 2008

CSEA unity grows as budget mess deepens

by **Dave Hart, President**

This budget process has left a terrible taste. The final product is unconscionable.

- In the tenth largest economy in the world, we are cutting support for our most vulnerable citizens, the very young, the very old, the disabled and the ill, while granting ever-larger tax breaks to the wealthy.
- Our political leadership is paralyzed.
- Active and retired state employees are treated with utter disrespect.

I won't use this space to go through the litany of what went wrong with this budget. Please go to the CSEA website at www.calcsea.org for links to solid research and analysis by the California Budget Project, the California Tax Reform Association, the League of Women Voters and other experts.

We can be proud of what CSEA and its affiliates achieved over the summer. Thousands of members lobbied, wrote letters, sent faxes and made phone calls seeking a compassionate and responsible budget. Together and separately we worked with educators, health care advocates and others in coalitions like Together for California's Future, and the Alliance for the CSU.



"We can be proud of what CSEA and our affiliates did over the summer – supporting one another throughout the budget struggle."

Together and separately we exposed the governor's effort to reduce the wages of state workers to the federal minimum for what it was, a cheap political stunt.

Now we are moving on. The November 4 election is the most important in our lifetime—all the way from the presidency to state legislative races. The governor will propose a new budget in January, and it's going to be even worse than this year's. It's time to look at real budget reform and ending the minority rule imposed by the two-thirds majority required to pass a budget.

We need to keep working together.

It's in the interest of all four affiliates to support the efforts of retired state workers to win justice for retired annuitants—hard working retirees who have been cast aside like so much driftwood. The best place for more information is at www.calcsea.org/retirees.

It is in the interest of all four affiliates to support Local 1000's efforts to win a new con-

tract. As the largest union of state employees, their contract often sets the framework for the rest of us. There's plenty of opportunity for all of us to show our solidarity in the next few months. To stay on top of these developments, go to

www.seiu1000.org.

It's in all of our interest to support the efforts of CSUEU to win a new state budget that recognizes that CSU powers the California economy. Go to www.AlliancefortheCSU.org, and go to www.csueu.org to stay informed.

And finally, no one gains when supervisors go for years without an increase. It cuts off promotional opportunities, and the chance to earn increased retirement security, for all state workers. Go to www.ACSSonline.org to learn more.

The Sept. 26-27 meeting of the CSEA Board of Directors strengthened the bond between us. We took action to maintain and increase the political strength of CSEA. The Board is developing a strategic plan to improve the service CSEA provides to the affiliates and create some bold initiatives for the future. Now more than ever, it's critical that we maintain the united strength that makes it possible to fight for fairness for state workers.



CSEA endorsements for November 4

The CSEA Board of Directors has endorsed the following candidates for seats vacated by termed-out legislators. The endorsements are based on the unanimous agreement of all four CSEA affiliates.

Along with a formal endorsement and monetary contribution, CSEA and its affiliates are placing volunteers in these districts to assist with phone-banking and precinct walking. For information on volunteer opportunities, contact CSEA Government Affairs at (916) 326-4388.

CSEA contributions to these candidates are made possible by your contributions to CSEA Member Action Committee (CMAC). They provide support in addition to resources provided by the affiliates. CMAC contributions play an important role in targeted and hotly contested races.

- 10th Assembly District.....**Alyson HUBER (D)**
Amador County, parts of San Joaquin, Sacramento and El Dorado Counties
- 15th Assembly District**Joan BUCHANAN (D)**
Parts of Contra Costa, Alameda, San Joaquin, Sacramento Counties
- 30th Assembly District.....**Fran FLOREZ (D)**
Parts of Fresno, Kings, Tulare Counties
- 54th Assembly District.....**Bonnie LOWENTHAL (D)**
Parts of Los Angeles, Orange Counties—CSU-Long Beach
- 78th Assembly District.....**Marty BLOCK (D)**
Parts of San Diego County—CSU-San Diego
- 80th Assembly District.....**Manuel PEREZ (D)**
Imperial, parts of Riverside County
- 5th State Senate District.....**Lois WOLK (D)**
Yolo, parts of Solano, Sacramento, San Joaquin Counties
- 19th State Senate District.....**Hannah-Beth JACKSON (D)**
Parts of Santa Barbara, Ventura, Los Angeles Counties—CSU-Channel Islands

Governor turns his back on state employees

After signing a compromise budget – 85 days late – the governor has turned his back on state employees by preventing his negotiators from bargaining with state workers on economic issues and extending his executive order, freezing all new hires and laying off thousands of state workers.

The Department of Personnel Administration negotiators claim they will have to spend October “analyzing the new budget” before they can address our wage, pay equity and benefits proposals. Bargaining is expected to resume in early November.

“This is a slap in the face of all state workers,” said Margarita Maldonado, Chair of Bargaining Unit 1. “But we won’t be idle ... we’ll spend October and November building pressure that will force the state to negotiate a fair contract.”

Local 1000 has laid out two goals for October and November:

- Electing legislators who value state workers and will pressure the governor and DPA to negotiate a fair contract; and
- Building Local 1000’s capacity for the aggressive worksite actions that will be needed when we return to the bargaining table to face off against the governor and his DPA negotiators in November.

“Our bargaining teams are ready to negotiate round-the-clock to secure a fair contract,” said Cindie Fonseca, Chair of Bargaining Unit 3. “But the fact that we’ve been made pawns during the state’s ongoing budget crisis makes our political work and our work to build widespread support in the worksites extremely important.”



Member activity cuts losses at CSU

CSUEU members continue to impress with their activism, successfully mobilizing to lobby for a strong CSU budget while also hosting creative recruitment events across all 24 CSUEU chapters.

As soon as it became apparent early this year that the 2008-2009 CSU budget was in jeopardy, the Alliance for the CSU was born, comprised not only of students and such unions as CSUEU and the California Faculty Association, but also CSU management.

The Alliance was launched with a bang, with huge rallies held at CSU campuses across the state this last spring in support of the system’s budget, always with CSUEU members heavily in attendance.

Throughout this year, the Alliance has signed up more than 50,000 concerned citizens. It has been responsible for tens of thousands of emails, faxes, letters and phone calls to legislators urging them to restore more than \$300 million in cuts that had been proposed by the governor last January.

Other Alliance events have included informational forums held on campuses up and down the state, with CSUEU leaders among the speakers and CSUEU staffers helping to coordinate. The Alliance has also hosted popular baseball games at Chico State, Long Beach State and other campuses.

And those efforts paid off: In the governor’s May budget revision, fully \$97 million was restored to CSU. But that still leaves a shortfall of more than \$200 million and does nothing to compensate for significant budget cutbacks from 2002 to 2005.

Now that the 2008-2009 budget is final, the Alliance will take a short break, but it’s sure to come alive soon for the 2009-2010 budget cycle starting in January. The Alliance must help all concerned Californians understand the negative impacts of these CSU budget decisions not only on the CSU but, more importantly, on the state as a whole and on the idea of the California Dream.

Meanwhile, CSUEU chapter leaders continue to hold events to attract new members and retain existing ones, with an emphasis on outreach to new employees within six months of their start date.

Increasing numbers of chapters are speaking at their campuses’ new employee orientations and are arranging one or more personal meetings with new staff members. Informational coffee break events and summer picnics are all part of the mix of events to acquaint newcomers with the union.

And it’s paying off. Not only are the numbers and percentages of members steadily increasing, but also attendance at such recent events as summer and Labor Day picnics is rising as well. Memorable, heavily attended annual picnics were held by chapters in Fresno, Channel Islands and the Chancellor’s Office in Long Beach, among many others.

CSUEU members in action are making a difference!



CalPERS seeks involvement in pension benefit case

CalPERS is seeking involvement in a lawsuit which could have implications for public employee benefits given after retirement.

The Orange County Board of Supervisors is suing the County Employees’ Retirement System to invalidate a 2001 collective bargaining agreement which improved retirement benefits for deputy sheriffs by providing them with a 3% at age 50 retirement formula currently provided by most law enforcement and fire departments.

They claim that it violates the state constitution by improving benefits after retirement. This interpretation could endanger, for example, cost-of-living adjustments received by eligible state retirees.

CalPERS has applied to file a friend-of-the-court brief supporting the agreement.

CSEA Retirees, Inc. will keep members informed as this case moves forward.

Aloha, President Tim!



ACSS will lose its longtime president, Tim Behrens, at the end of October. Tim has been an extraordinary leader for our organization – on the board of directors for 18 years and president for 12. We doubt his service to state workers is ending, though. He promises he will bring his energy and his drive to the Retirees. It's their gain!

Tim has been a psychiatric technician for the Porterville Developmental Center for 42 years, starting in rank and file as a trainee in Bargaining Unit 18. He earned his license and worked his way up the career ladder to promote to supervisor in 1980 and manager three years ago. For two years, he was on a special assignment to help establish the Porterville Regional Project, which successfully placed hundreds of clients back into the community.

During his tenure with ACSS, Tim has been relentless in his pursuit of better pay and working conditions for state supervisors and managers. He led the visits to legislators on Lobby Days and frequently spoke out on behalf of excluded employees to the Legislature, the DPA, the Little Hoover Commission and the media. He chaired the Committee on Mental and Developmental Disabilities and served on the Excluded and Exempt Employee Salary-Setting Task Force and the Health Care Benefits Committee for state employees living in rural areas.

ACSS will be honoring Tim at our next board meeting, Oct. 24-26, with a Hawaiian-style party and a 'roast.' The meeting is at The Holiday Inn, in downtown Sacramento. To participate in this farewell to Tim please call Kathy at **(800) 326-4257** by October 10.

Board meeting business will include electing a new president to serve until the next full board elections are held at the ACSS Delegate Assembly in July.

Promoting? Don't stop your SEIU dues

A reminder to SEIU Local 1000 members: Rank-and-file members who are planning to promote to a supervisory or management position will no longer be members of Local 1000 but they can still have representation. SEIU dues-paying members who promote are automatically rolled over into ACSS. This means they still have the benefits of an organization that is looking out for their interests on the job. SEIU members who cancel their membership won't get this representation.

ACSS is the largest state organization authorized by law to meet and confer on behalf of state supervisors and managers for better wages, benefits and working conditions. The association's labor reps personally help with job-related problems and dispute hearings.

ACSS urges SEIU Local 1000 members who are planning to promote to call **(800) 624-2137** for information or to request an information packet.

Many retired annuitants won't be hired back



Patsy Owen has no idea how she will make ends meet without her retiree state annuitant job. Ever since her daughter and four grandchildren moved in with her two years ago, Owen says she has needed the extra money she made as a part-time clerical worker.

Gary Darr, who filled in for highway and bridge inspectors as a retired annuitant, said he'll do just fine without the state and he's not worried about finding a private sector job.

"But it's a shame for the state," he said. "They are losing 40 years of expertise and a good worker."

Along with thousands of other Californians, Owen thought the hiring freeze would be lifted as soon as a state budget was signed. But when the 85-day stalemate ended Sept. 23, news quickly followed that many of the 10,000 laid-off part-time workers would not be hired back.

The Department of Finance is assessing department budgets and cost-saving measures to determine what kind of exemptions may be made.

But with early estimates already showing a multi-billion deficit next year, DPA says that "exemptions will probably be the exception, not the rule."

Owen says the loss of her annuitant job hit her much harder than she would have guessed.

"Just since the layoffs, I'm probably out \$5,000 or so," she said. "I'm going to have to move on and look for a job elsewhere."

Still, Darr and Owen say they'll keep their names on the list of the CSEA Retirees Annuitant Program. When annuitant hiring resumes, CSEA Retirees is one of the first stops for state personnel officials looking for experienced, reliable part-time employees.

To find out more, call **(916) 326-4292** or toll free at **(888) 808-7197**. You can also check the Web site at www.calcsea.org/retirees

Retired annuitants: Tell us your story

Whether you were laid off or kept on the job as a retired annuitant, we want to hear your story.

CSEA Retirees, Inc. is monitoring the situation for the estimated 6,000 retiree annuitants who worked for the state prior to July 1.

Tell us about the job you did – or do – as a retired annuitant. Are you looking for other employment? Do you need the extra money or do you just enjoy the part-time work? Is the state missing out on a good bargain?

Write to us at State Retiree Annuitant Stories, CSEA Retirees, Inc., 1108 O St., Sacramento, CA 95814 or e-mail tlundholm@calcsea.org.

CSEA MEETING SCHEDULE

October

- 11-12 CSEA Bylaws & Policy Committee - Doubletree Hotel, San Jose
- 13 Columbus Day observed
- 17-20 SEIU Local 1000 Council Meeting Holiday Inn, Capitol Plaza, Sacramento
- 20 Voter registration deadline
- 20-22 CalPERS Committee Meetings San Luis Obispo
- 24-26 ACSS Board of Directors Meeting - Holiday Inn, Capitol Plaza, Sacramento
- 25 CSEA Retirees Inc., Board of Directors Meeting Hilton Hotel, Orange County

November

- 4 Election Day
- 7-9 CSUEU Board of Directors Meeting Holiday Inn, Capitol Plaza, Sacramento
- 11 Veterans' Day
- 17-19 CalPERS Meeting 5th & P Streets, Sacramento
- 27-28 Thanksgiving and Day After Thanksgiving

December

- 12-15 SEIU Local 1000 Council Meeting Holiday Inn on the Bay, San Diego
- 15-18 CalPERS Meeting 5th & P Streets, Capitol Plaza, Sacramento
- 18-19 CSU Board of Trustees Meeting Chancellor's Office, Long Beach
- 25 Christmas Day

January

- 1 New Year's Day
- 9-10 ACSS Board of Directors Meeting Radisson Hotel, Sacramento

For details go to [www.calcsea.org/calendar.](http://www.calcsea.org/calendar)

SPOOK-TACULAR SAVINGS FOR HALLOWEEN

Members of CSEA affiliates will find information on great savings this month at theme parks throughout California. Go to our brand new web site, at www.calcsea.org and click on Member Benefits for more information on scary deals at:

- Great America, Santa Clara**
- Knott's Berry Farm, Buena Park**
- Six Flags Discovery Kingdom,**
- Universal Studios Hollywood**
- Del Mar Fairgrounds, San Diego**
- San Diego Zoo, San Diego**

Check out the details, and call **(916) 326-4283** or **(800) 952-5283** to order tickets.

Discounted Long Term Care Insurance—CSEA offers a comprehensive long-term care program. Members of CSEA affiliates are entitled to a special discount on certain LTC plans available through this program. Call Long Term Care Resources today at **(800) 616-8759** to receive a Free Long Term Care Planning Kit or to speak with an authorized LTC Specialist in your area. Or visit www.ltcr.com/csea

Emergency Assistance Plus (EA+) Benefit – EA+ provides important benefits to you and your companions in case of an emergency while traveling. You get medical evacuation and return home of dependent children or grandchildren, vehicle return costs, repatriation of remains, emergency cash, emergency replacement of lost drivers license, passports and other ID, lost luggage assistance, multilingual emergency assistance, and much more! For more information go to www.cseaagia.com and click on Emergency Assistance Plus (This is not a medical insurance plan).



UNITY 2008

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For more information go to www.calcsea.org

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