



# UNITY 2008

California State Employees Association



May 2008

## FROM THE PRESIDENT

### New online tool boosts our political strength in state budget fight

by Dave Hart, President

As debates over the state budget get red-hot in the next few months, state employees have a powerful new on-line tool which will increase our ability to protect state services.



“... immediate access to the people who make decisions that affect your life every day.”

If you are reading this you are probably one of the leaders and activists who make your organization work. You're a GC delegate, a steward or a chapter or DLC officer, in regular contact with members at work.

It's the Legislative Action Center, a web site shared by all CSEA affiliates. From here you can directly contact your elected representatives on issues you care about. By simply entering your zip code you have immediate access to the people who make decisions that affect your life every day.

This interactive tool also gives you the power to track legislation and to see how your representatives have voted.

The Legislative Action Center also connects you directly to all state agencies and departments, the State Personnel Board, and the Department of Personnel Administration. It makes it easy to communicate with local and federal elected officials. You can also use it to send letters to the editor of your local newspaper.

It's easy and intuitive:

- **Step 1:** Go to your Local 1000, CSUEU, ACSS, Retirees or CSEA web site.
- **Step 2:** Click on the link that says "Contact your legislator."
- **Step 3:** Check out the issues highlighted on the Legislative Action Center home page.
- **Step 4:** Enter your zip code and the address where you are registered to vote to get your representatives' e-mail addresses, fax and phone numbers.
- **Step 5:** Use one of the pre-written letters, edit it, or erase it and write your own. Hit "send" and you're done.

So it's important, as a worksite leader, for you to check out this new, easy to use internet tool. Use it often as the issues change. Tell other members about it, so that it becomes one of the vehicles we use regularly and forcefully to express our needs to our elected and appointed officials.

And remember – you don't have to be a member of a CSEA affiliate – it's open to family and friends, and other organizations.

This new Legislative Action Center is a great example of how our affiliates are working together in the "new" CSEA. It's a logical, natural thing for us to do together, and we're proud to have it up and running

Now it's up to you to make it work.

### CSEA Board pushes customer service, joins budget campaign

The CSEA Board of Directors acted last month to dramatically improve customer service, and implement programs to protect state services and state employees.

Meeting in Sacramento April 12, the Board voted to take the first steps to purchase a 40" press that will allow Printing Services to work more cost-effectively for affiliates, and to compete for new business. The new press should be up and running by early August with no service interruptions.

"It's an investment in the future of CSEA," said General Manager Lee King. "Now it's going to be all about marketing, to

bring in the big political and institutional jobs, as well as smaller jobs.

"We've come a long way – after years of losing money the print shop has been profit-

able for the last two years. We believe that with the right equipment, our staff can compete with any other shop in the state."

Reflecting the unity of the affiliates, the

board also endorsed and contributed CMAC funds to **Together for California's Future**, the community-labor-non-profit coalition to save state services in the current budget crisis; as well as to the **Alliance for the CSU**, which is working to save CSU from unacceptable budget cuts.

For the full minutes of the April 12 CSEA Board meeting, please go to [www.calcsea.org/cseaboard](http://www.calcsea.org/cseaboard)



CSEA Board of Directors at work in Sacramento April 12.



## More outsourcing wins recorded; agencies to hire more state workers

Local 1000's efforts to return outsourced jobs to state workers yielded three wins last month at the State Personnel Board (SPB). Information technology contracts at the Department of Developmental Services and the Board of Chiropractic Examiners were disapproved, as were janitorial contracts at Caltrans.

Last week Caltrans announced plans to add 75 jobs by taking money from private contracts to fill these new positions in varying bargaining units.

"We've expanded our challenges to outsourcing," said Local 1000 attorney Anne Giese. "We're scaling up our enforcement activities. Department by department we'll see more shifts like this in the future."

### Nearly 100 contracts successfully challenged

The victories combined with the Caltrans policy change show the success of Local 1000's campaign to challenge private contracts that are in apparent violation of state law. Since December 2005, Local 1000 has successfully challenged nearly 100 contracts for personal services and consulting.

"Because so many of our outsourcing challenges have been successful, the State Personnel Board (SPB) appears to be looking a lot closer at these disputed contracts – which usually benefits Local 1000 members," said Margarita Maldonado, chair of Bargaining Unit 1.

### Local 1000 members expose illicit IT contracts

Action by two Local 1000 members made a difference in the recent outsourcing wins.

An IT worker at the Department of Developmental Services made a sworn declaration, saying the work could be performed adequately by DDS staff, contributing to the SPB's decision to uphold a Local 1000 challenge to an IT contract.

The SPB executive officer also upheld a Local 1000 challenge for IT contracting at the Board of Chiropractic Examiners that came as a result of a state IT worker coming forward.

"We are more successful when members step up and help us identify illegal contracts," said Maldonado. "This is a way that members can protect our jobs and make themselves heard by the SPB and even the Legislature."



## Big coalition unites to save CSU budget

CSUEU has been working hard with the Alliance for CSU – a coalition of students, faculty, administrators, parents, alumni, employers and others who care about the future of the California state university system – to save the CSU budget.

We've held rallies and convocations at every campus – and now we're going into our second round at some campuses. We've gotten good media coverage, we've gotten the participation and support of many legislators, we've sent thousands of e-mails and faxes to the governor and the Legislature. CSUEU held our own successful lobby day in early March.

In short, and we've put the CSU budget on the radar!

Just two weeks ago, 4,000 students from throughout the state marched from Raley Field – chanting "kick us out, we'll vote you out! – down to the west steps of the State Capitol.

"Today you have come to the Capitol to claim your birthright – the California Dream of access to higher education," CSUEU President Pat Gantt told the students. "Higher education is an investment for the future. You are the workforce and taxpayers of tomorrow. You must remind the legislators of that. You must also remind them you are the voters of today!"

### Here are ten ways you can help:

1. JOIN THE ALLIANCE: Go to [www.alliancefortheesu.org](http://www.alliancefortheesu.org) and fill out a support card.
2. POST A SIGN AT WORK: Post an Alliance window sign in a visible location at your workplace.
3. TELL CO-WORKERS: Recruit three colleagues to visit the Alliance website and complete a support card. [www.alliancefortheesu.org](http://www.alliancefortheesu.org)
4. ATTEND AN EVENT: Attend an Alliance event on a CSU campus. There will be events all over the state. Bring a friend.
5. TELL FRIENDS: Recruit ten friends and/or family members to visit the Alliance website and complete a support card
6. CONTACT A GROUP: Help the Alliance get invitations to speak at clubs, organizations or religious groups on campus and in the community. You can arrange an invitation for someone else to speak, or you can be the speaker. The Alliance can provide talking points and a partner to attend with you.
7. POST A SIGN IN TOWN: Post an Alliance window sign in a visible location in the community (local businesses, churches, etc.)
8. WRITE THE EDITOR: Write a letter to the editor and send it to your local or campus newspaper.
9. GO ONLINE: Visit the Alliance website at [www.alliancefortheesu.org](http://www.alliancefortheesu.org) to learn more ways you can help stop the budget cuts.
10. Be Ready! The Alliance will need phone calls and letters to your elected officials on short notice. Success will depend on a quick response from large numbers of people.



## ACSS puts heat on legislators in district office meetings

ACSS' Lobby Day, March 12, was our biggest ever. We visited more legislators – over 90 percent – than ever before. We were told over and over that raises were unlikely. But we impressed many legislators with the information that the state's supervisors, managers, confidential and exempt employees are excluded from collective bargaining and do not always get raises when the rank-and-file do. They were just as surprised to learn that we have had only one small raise since 2000.

One resolve that emerged from Lobby Day, and was reemphasized at the ACSS board meeting in Reno in April, was to step up visits to legislators in their district offices. "Nothing is more effective when trying to educate legislators than visits from constituents at their district offices," President Tim Behrens said at the Reno meeting. ACSS provides talking point and information packets to chapters planning to make visits. Several chapters began making visits immediately after Lobby Day.

The featured speaker at our board meeting was DPA Director Dave Gilb. He gave a sobering view of the near future of state service: More than a third of the state's workforce – including 75 percent of its top leadership – could retire in the next five years, he said. As a result DPA is studying ways to "radically restructure" the state hiring process, which now, in Gilb's words, is "confusing," and "difficult to administer."

### CSEA Affiliates Working Together

It seems only reasonable that all employees using the same parking structure would be charged the same amount for parking. But from late 2004 to the end of 2005, the employees in Bargaining Unit 9, represented by PEGC, were charged some \$35 a month less than other Caltrans staff to park in the Caltrans District 7 building in downtown Los Angeles.

SEIU Local 1000 Job Steward Joyce Minzey took the issue on and forced Caltrans to do the right thing. Rank-and-file employees were reimbursed for their overpayments and now pay the same rates as Bargaining Unit 9 members. Joyce's work made it possible for ACSS Chapter 511 Labor Representative Nellie Lynn to obtain the same deal for supervisors and managers. Chapter 511 members received their reimbursement checks in February. Thanks to Joyce and Local 1000 members for starting the ball rolling on this and to Nellie for ensuring that excluded employees received their due, too.

### Management training begins

ACSS also is developing management training courses to help supervisors and managers perform their jobs, especially when first promoted. We will begin by offering classes at our board meetings, beginning with the July meeting (July 11-13 in San Diego). The courses are free to ACSS members and non-members.



## Retirees put in their 2 cents on the state budget

Thanks to all of the members of California State Retirees Inc. who took the time to send us a response to the "Our Two Cents" campaign. It's only reasonable to think that people who spend a lifetime in service to the state might have something constructive to say about a \$20 billion deficit!

### And you sure did. Here are a few examples that jumped off the pile:

"Tax those yachts. Cut out some of the perks. Find as many grants as possible. We should insist on better fuel efficiency in all state vehicles."

– Susan Sears, Oroville

"Reduce the prison population. Purchase only hybrid cars and trucks. Increase state taxes. Tax higher incomes. Use e-mail to notice retirees that their checks have been deposited."

– Harold Rose, Santa Rosa

"Schwarzenegger's communications staff is six times larger than Gov. Davis'. The governor does not need all those flaks to arrange his photo ops. ...The cost of CHP security for top state officials has nearly tripled to \$38 million annually since Schwarzenegger took office. I've personally seen him with more than 20 bodyguards."

– Stephen Green, Sacramento

"Cut spending to replace equipment—desks chairs, etc—that is still good."

– Amy Nadine Rawlins, Chico

"In my state service with Caltrans I was constantly in awe of how many section and office chiefs were "double decked" in programs, creating a labyrinth of confusion and ineffectiveness. A lot of this stemmed from friends promoting friends and relations."

– James R. Kellum, Sacramento

"Use good generic products for cleaning, use automatic paper towel machines or electric dryers. How about all state government buildings converting to solar power? More carpooling, lots more recycling on the job. Hybrid cars. Water conservation. Have all high income people pay their fair share of state and federal taxes."

– Joe Smith, Sacramento

"Billions of dollars could be saved by early release for good behavior and shorter sentencing guidelines for non-violent crimes."

– Richard Olney, Corrections, Sonora

And there are many more like this. We appreciate all of your ideas, and I want to assure those of you who took the trouble to write that your ideas are being recorded and passed along to the state Legislature. Please keep 'em coming, by e-mail to [tlundholm@calcsea.org](mailto:tlundholm@calcsea.org) or to California State Retirees, Inc., at 1108 O Street, Sacramento 95814.

# CSEA MEETING SCHEDULE

## May

- 12-15 CalPERS Committee meetings and full Board meeting
- 13 Member Benefits Fair State Capitol grounds
- 16-18 CSEA Retirees, Inc., Chapter treasurers' training, President's Forum, Executive Board. Hilton Hotel, Sacramento
- 17-20 SEIU Local 1000 Council Capitol Plaza Holiday Inn, Sacramento
- 24 CSEA Family Fun Day, Raging Waters, Sacramento

## June

- 14 CSEA Board of Directors workshop Holiday Inn, Capitol Plaza River City View Room
- 16-19 CalPERS Committee meetings and full Board meeting.
- 20-22 CSUEU Board of Directors

- 26 CSEA Six Flags Family Fun Day, Vallejo
- 27-30 SEIU Local 1000 SBAC Sacramento

## July

- 11-13 ACSS Board of Directors Holiday Inn SeaWorld, San Diego
- 11-14 SEIU Local 1000 Council Hilton Airport Hotel, Oakland
- 28-30 CalPERS meetings, Santa Rosa.

## August

- 1 CSEA Board of Directors workshop Holiday Inn, Capitol Plaza, Sacramento Fresno Room
- 2 CSEA Great America Family Fun Day Santa Clara
- 18-21 CalPERS Committee meetings and full Board meeting.

## September

- 15-17 CalPERS Committees meetings and full Board meetings
- 26-28 CSEA Board of Directors meeting Marriott Hilton, Los Angeles

## October

- 17-20 SEIU Local 1000 Council meeting Sacramento
- 20-22 CalPERS Committees meetings and full Board meetings

## November

- 17-20 CalPERS Committee meetings and full Board meeting.

**Contact:** Paula McClarin at (916) 326-4369 or [pmcclarin@calcsea.org](mailto:pmcclarin@calcsea.org) to submit information for the calendar.

## Member Benefits reminders

**Tuesday, May 13, Member Benefits Fair, Sacramento.** The California State Employees Association and its affiliates invite you to the 2nd CSEA Member Benefits Fair in Sacramento.

### Come see SeaWorld's Animal Ambassadors!

- Where:** State Capitol - East Lawn (near fish pond)
- When:** Tuesday, May 13, 2008. 10 a.m. - 4 p.m.
- What:** Come see the live animals from SeaWorld! Learn about the benefits you receive as a union member and don't forget about the great giveaways!

**Friday-Monday, May 23-26, 35th Annual Sacramento Jazz Jubilee.** Sacramento Memorial Day Weekend only. Four-day all-events ticket \$88 (reg. \$100). One day ticket \$36 (reg. \$40). To purchase your tickets now call **1-800-952-5283** or visit [www.calcsea.org/benefits](http://www.calcsea.org/benefits)

**Saturday, May 24, CSEA Family Fun Day. Raging Waters, Sacramento.** \$32 per person ages 3 and older, 10:30 a.m. - 6:00 p.m. Don't miss this fun-filled day! Ticket includes admission to Raging Waters, Sacramento, access to all water attractions and a catered lunch! To purchase your tickets now call **1-800-952-5283** or visit [www.calcsea.org/benefits](http://www.calcsea.org/benefits)

**CalPERS Member Home Loan Program.** Mortgage interest rates for this program remain at historic lows. To view the new loan limits set by Congress, please visit [http://www.publicemployeemortgageservices.com/loan\\_limits.php](http://www.publicemployeemortgageservices.com/loan_limits.php). If you would like information on the program, or how the new limits might affect you, contact Dave Mahoney at (530) 304-4428 or Jason Thomas at (916) 501-3036 at Wells Fargo Home Mortgage. Visit their Web site at [www.publicemployeemortgageservices.com](http://www.publicemployeemortgageservices.com)



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