



CSEA UNITY 2009

California State Employees Association



www.calcsea.org

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It's time to talk about public investment

by Dave Hart, President

It's easy to underestimate the stakes in California's current budget crisis — a crisis which is going to be with us long after the May 19 election and the inevitable conflict over the next budget cycle.

What kind of a state do we want to live in? What do we want California to be like for our children and our children's children?

We all understand that our homes will deteriorate without a coat of paint every few years, or without maintaining the plumbing. So it's not so hard to understand that the quality of life in California will continue to deteriorate if we don't adequately invest in our schools and universities, social services, and physical infrastructure.

That investment is in part about steel, concrete and electronics. It's also about people.

- It's about the worker at CSU-Monterey Bay who tracks campus equipment inventory, such as computers, cameras and other expensive gear, to make sure that students have a first-class learning environment and that the taxpayers' investment is protected.

- It's about the eligibility worker at DDS, or EDD, who makes sure that standards are maintained, that people



'Taxpayers need to be aware of the value they get from public service workers'

who are supposed to get benefits get the right amount at the right time, that people who need some help don't fall into the cracks. Or the inspector who checks out our roads, bridges and levees in order to avoid tragic disaster.

- It's about the nursing supervisor who coordinates the training for the nurses who make sure that standards at our state health care facilities are properly maintained, and that our most vulnerable people aren't abused or neglected.
- It's about the state worker who, having put in his or her 25-30 years

working for the public, gets to spend the rest of his or her years in reasonable security and good health, volunteering in the community, or helping with the grandkids. Or retired annuitants who put their years of experience back into public service.

Our members add value to the community, building and supporting the physical and human infrastructure for our 21st century economy and social structure. It doesn't matter what bargaining unit they're in, if they're in

the back office, or keeping CSU campuses clean, fighting wildfires, or trying to teach CDCR inmates marketable skills.

All California taxpayers, whether they are business owners or wage earners, need to be aware of the outstanding value they get from public service workers. That's how we are going to resolve this endless debate over how to balance the public checkbook.

We've spent 30 years disinvesting in public services, with predictable results. Now, more than ever, as Californians pull together in hard times, it's time to change the conversation and talk about what kind of investment our communities really need.

Three months and counting until General Council

Here are some important dates for CSEA affiliate members and General Council delegates

- June 8:** Deadline for signed consent statements to run for statewide CSEA office—president, vice-president and secretary-treasurers. All affiliate members in good standing are eligible to run. To get the appropriate form, please call (916) 444-8134, e-mail kjensen@calcsea.org, or go to www.calcsea.org and click on "General Council"
- July 7:** Deadline for all resolutions to be delivered to CSEA headquarters for inclusion in delegates' folder; deadline for candidate materials to be delivered to CSEA for inclusion in mailing to delegates; proposed CSEA three-year budget mailed to all delegates
- August 6:** Delegate folders mailed
- August 21:** Deadline for mailing additional resolutions if signed by 20 delegates
- August 26:** Deadline for mailing supplementary delegate folder
- September 4:** Affiliate Day at General Council
- September 5:** General Council begins

ALL DEADLINES ARE AT 5 P.M.



DESIGNING OUR FUTURE
2009

CSEA AFFILIATE NEWS

Legislators vote to scrap outsourcing

SEIU Local 1000's outsourcing campaign has picked up steam in recent weeks with two victories in the Legislature.

Prodded by Local 1000, the Department of Public Health (DPH) has agreed to hire state workers to fill positions that were going to go to private contractors. And a Local 1000-sponsored bill to force agencies to keep track of private contractors has advanced in the Legislature.

A key Assembly subcommittee approved a budget revision for DPH to hire 58 new workers – mostly information technology professionals – because officials agree it is more cost effective than using contractors.

"This vote by Assembly members validates the work we have done proving that the state can save money by hiring state workers to perform work that is often given out to pricey contractors," said Marie Harder, a senior information systems analyst in the Department of Public Health.

Outsourcing: no savings

Assembly Budget Subcommittee #1 voted April 27 to support the DPH in-sourcing plan after Harder and public health officials testified that research by both Local 1000 and the Research Bureau of the State Library found that outside contractors cost twice as much as state workers.

After Harder and DPH officials explained that hiring state workers saves money, Assemblyman Brian Nestande, (R-Palm Desert) said that "a manager who hires a consultant at twice the cost should be fired."

Contracts challenged

The Assembly subcommittee vote follows a similar vote taken by a state Senate budget subcommittee in March. Both votes follow a DPH policy change brought on after Local 1000 attorneys have won more than 80 percent of our outsourcing contract challenges.

Also, a Local 1000-sponsored bill to help the public keep track of wasteful government outsourcing contracts passed a key Assembly committee on April 21.

AB 756, which would require state agencies to post all their private outsourcing contracts on the internet in an easily searchable format, passed the Assembly Business and Professions Committee.

The bill brings needed sunshine and transparency to state departments and the work they contract out to companies," said Assembly member Mike Eng (D-Monterey Park). "While a state agency's payroll is public information, the money paid to private contractors is hard to access because it is scattered throughout each department's budget. This legislation will change that."

The legislation follows a 2006 report conducted by the independent California Research Bureau showing that many state agencies hire private firms to perform information technology services at more than twice the cost of doing the work in-house. Local 1000 researchers estimate that more than \$350 million could be saved each year by hiring state employees to perform work that is currently being contracted out.



CSUEU welcomes new leadership faces



A fresh generation of leadership is moving into place at CSUEU, with fully one-third of the union's 24 chapters voting in new presidents in recently completed officer elections across the state.

"We're very proud of the high quality of this new cohort of leaders," says CSUEU President Pat Gantt. "Their enthusiasm, leadership abilities and commitment to union activism are an inspiration for the entire organization."

Leeanne Bowes, who has just started a two-year tenure as president of Chapter 304 at Sonoma State University (SSU), is an IT expert who has provided workstation support for SSU staff and faculty for the last 28 years. Drawn to union work out of a desire to help fellow employees avoid pitfalls, her key goal as chapter president is raising awareness about the importance of the union. As she puts it, "In troubled times, we need to stick together."

Joseph Dobzynski, president of Chapter 324 at CSU Channel Islands, leads a team administering the PeopleSoft Campus Solutions system. He holds a degree in mathematics from the University of Wisconsin, with a minor in philosophy. "My college studies introduced me to many philosophical systems, but political systems encouraged me most," he recalls. "What keeps me involved in union work is the opportunity to shape campus policies and contracts in a way that emphasizes the individuals doing the job."

Steven Mottaz, president of Chapter 301 at Humboldt State University, is a systems specialist handling such tasks as statistical reporting, database management and web development. What draws him to union work? "I like being a part of something bigger than myself," he explains. His goals for his chapter include increased membership, more workshop-style membership meetings on specific topics, a full slate of events throughout the year, more member participation, and a redesigned chapter web site.

Jacqueline Otis, president of Chapter 317 at CSU Fullerton, is an administrative analyst for Student Academic Services who holds a BS in business administration/marketing from North Texas State University. "What keeps me involved in CSUEU," she says, "is knowing that the union negotiates the contract that I work under, as well as knowing that the only real support for employees in Bargaining Units 2, 5, 7 and 9 comes from the union."

Jessica Post, president of Chapter 302 at CSU Chico, holds an MBA as well as a BA in recreation administration from CSU Chico, where she serves as a payroll/benefits representative. What first got her involved in union work? "I wanted to better understand our contract and how it's formed," she says. "I was seeking different viewpoints on how to interpret the contract. And what keeps me involved today? The great group of people here at CSU Chico!"

Rounding out the freshman roster are **Gilbert Garcia** of Chapter 311 at CSU Los Angeles, **Kim Harrington** of Chapter 303 in Sacramento, and Cynthia Jones-Hunter of Chapter 314 Dominguez Hills.

Congratulations to all!

Fed-up ACSS members 'march on the Capitol'



Bristling from a punitive 10 percent pay cut and holiday takeaways, ACSS members turned out in the highest numbers ever to challenge their representatives on Lobby Day, March 17. Nearly 70 fed-up members "marched on the Capitol" to make sure legislators know their state's management team – historically left behind when salaries are increased – is now being asked to bear an unfair share of the governor's budget cuts.

Not only has supervisors' pay been cut, but the Department of Personnel Administration has made it clear it has no authority to replace the two holidays that were eliminated or to lower excluded employees' health care contributions. Moreover, excluded employees statewide will not automatically get a furlough reduction or a per diem increase. Instead, these provisions will follow the bargaining units the supervisors are affiliated with, which could leave the state's management team with an inequitable compensation package.

The group was optimistic legislators had heard our messages, but they're not stopping there. Every chapter left with a vow to build on this success with visits to legislators' home offices. Face-to-face meetings with constituents in their home districts are a powerful way to impress legislators.

In this era of hard times, the thrust of the visits will not be more money. ACSS has developed a slate of proposals to improve working conditions for all excluded employees:

- We must develop a process similar to bargaining for setting management's compensation. Without this, excluded employees have no protections under any law.
- We need to establish an independent entity with the authority to determine excluded employees' pay and benefits. This body would have no affiliation with DPA.
- We need to end the imbalance between supervisors' compensation and the pay and benefits of rank and file. Not only will rank and file likely have better compensation packages this year, but for the future we must get rid of salary compaction and eliminate the disparities that allow staff to earn more than supervisors.
- We need lawmakers to recognize that the stability of the state's management team is in jeopardy and they must act now to preserve the services excluded employees provide. In today's inequitable environment, supervisors are demoting to increase their pay and few rank-and-file workers are willing to take on extra responsibility for less money.
- We need a succession plan to fill supervisorial positions in anticipation of the potential retirement of more than half of all supervisors and managers in the next five years.

We're also asking lawmakers to support our two bills, AB 843 deleting the requirement that a disciplined managerial employee bears the burden of proving innocence and AB 1161 shortening the time an adverse action against a supervisor can be filed.

CSEA Retirees moves to increase death benefit



CSEA Retirees, Inc. is taking steps to be included in legislation that would increase the death benefit for state retirees.

AB 1477 (Krekorian) is sponsored by the California Federation of Teachers (CFT), which wants to increase their members' death benefit from \$2,000 to \$6,163.

CSEA Retirees President Roger Marxen told the CalPERS Benefits and Program Administration Committee April 21 that the committee should approve the bill if an amendment is made to include CSEA Retirees, Inc. members.

The CFT said the organization would have no opposition to adding CSEA Retirees, Inc. in the legislation.

In earlier legislation sponsored by CSEA Retirees, Inc. the CalPERS Board of Administration stopped short of supporting the bill because it did not include certain other public employees.

Proponents of AB 1477 say that the current death benefit is inadequate when compared to the actual cost of a funeral. According to the National Funeral Directors Association, the median cost of a full-service funeral in 2006 was \$7,323.

The \$6,163 figure requested in the legislation is the same as what retired teachers currently receive.

The committee members noted that the future isn't bright for any bill with increased costs to the state in this current fiscal climate. But when the fiscal situation improves, CSEA Retirees, Inc. wants to be poised to take action.

CalPERS PPO members get health premium holiday

More than 300,000 active and retired CalPERS members enrolled in self-funded preferred provider organization (PPO) plans will soon get a two-month "holiday" from premium payments.

The CalPERS Board of Administration agreed in April to use \$265 million in excess reserves from its PPOs to offset premiums and contributions paid by members and employers for two months, possibly starting in June.

The premium holiday does not apply to members of HMO plans, to which the majority of CalPERS' 1.3 million beneficiaries belong.

The decision to use the reserves to offset health premiums will mean an average savings of \$134 over two months for a total savings of more than \$43 million.

About \$131 million will also be freed up for the state of California, and more than \$91 million for more than 1,140 contracting agency employers, which have been struggling with budgetary shortfalls and revenue loss. There will still be about \$566 million in total reserves, which CalPERS says is an adequate reserve for the future.

CalPERS board approves low cost health pilot

The California Public Employees' Retirement System (CalPERS) Board of Administration in April approved a new pilot program designed to improve health care quality at reduced costs to active and retired members in Sacramento, Placer and El Dorado counties.

The board is working with Blue Shield of California, Catholic Healthcare West (CHW) and Hill Physicians Medical Group to implement the pilot program starting January 2010.

CSEA MEETING SCHEDULE

April

- 22 CalPers Board of Directors Meeting, 5th & P Street, Sacramento
- 27-29 CSUEU Lobby Day, Citizens Hotel, Sacramento

May

- 2-3 CSEA Bylaws & Policy Committee Workshop, Holiday Inn, Capitol Plaza, Sacramento
- 12-14 CSU Board of Trustees Meeting Chancellor's Office, Long Beach
- 13 CalPERS Board Meeting 5th & P Streets, Sacramento
- 14 Retirees' Presidents Forum, Hilton Arden West Hotel, Sacramento
- 15 Retirees, Inc. Board Meeting, Hilton Arden West Hotel, Sacramento
- 25 Memorial Day

June

- 5 CSEA Board of Directors Meeting Fairmont Hotel, San Jose
- 17 CalPERS Board Meeting 5th & P Streets, Sacramento
- 26-28 CSUEU Board of Directors Meeting Westin Hotel, San Francisco Airport
- 26-28 SEIU Local 1000 Council Meeting, Marriott Hotel, Manhattan Beach

July

- 4 Independence Day
- 10-12 ACSS Delegate Assembly Holiday Inn, Capitol Plaza
- 19 CalPERS Board Meeting - offsite TBD
- 21 CSU Board of Directors Meeting Chancellor's Office, Long Beach

August

- 7-9 SEIU Local 1000 Joint SBAC Meeting Marriott Hotel, Oakland
- 19 CalPERS Board of Directors Meeting 5th & P Street, Sacramento

CalPERS Retirement Fairs

Early planning for retirement is the focus of a series of retirement fairs sponsored by CalPERS. The 2009 series of fairs – 20 events in 17 cities throughout California – begin on March 14 and continue through September 26. For more information, go to www.calcsea.org.

Member Benefits Fair and SeaWorld show May 14

On Thursday, May 14, 10 a.m.-4 p.m., CSEA hosts its Third Annual CSEA Member Benefits Fair on the East Lawn (near the fish pond) of the State Capitol grounds in Sacramento. The event showcases the wide range of benefits that CSEA provides its 140,000 members throughout California, including ACSS, CSUEU, CSEA Retirees, Inc, and SEIU Local 1000 members.

State workers will have the opportunity to check out the wide range of benefits and discounts available, get information from providers, and, of course, lots of free stuff.

Even more fun, the popular SeaWorld animal exhibit will be taking place simultaneously on the Capitol grounds—bring your co-workers, and check it out!

View your Member Benefits and more, online at www.calcsea.org/benefits



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