



# CSEA UNITY 2008

California State Employees Association  www.calcsea.org December 2008

## CSEA will continue to change and grow in 2009

by Dave Hart, President

This has been a big year for CSEA. We changed, we grew, and we set a course for even greater change and growth.

Delegates to the 2007 General Council set a new direction for CSEA, affiliate officers and the Board. They said they wanted:

- Affiliate autonomy;
- CSEA to be a voluntary association of organizations;
- Improvements in Central Support services;
- Initiatives for expanded services to a broader range of customers.

Today each affiliate controls its own finances and staff and develops and implements its own programs. Affiliates receive assistance from CSEA Central Support as requested. Affiliates are speaking for themselves on matters that directly affect their members.

As voluntary partners, our common interests are obvious. We endorsed, funded and helped elect a joint slate of pro-state worker candidates to the Legislature. We have helped one another in efforts to win a fair solution to the current state and CSU budget crises. We are supporting



**“You told us what you want, and we’re moving to make those changes.”**

one another in bargaining and on issues involving CalPERS. Our communications departments routinely confer to make sure we’re putting out compatible messages. We’re already working together to make the September ‘09 General Council the most successful and productive ever.

Our Customer Service survey last summer told us what you want, and we’re moving to make those changes. We’ve focused on improving Central Support—creating a new culture based on service to our affiliates, their staff, and their members.

It starts with the small things—like sprucing up our Sacramento offices. Major improvements already in place include new equipment at CSEA Printing Services, and speeding up our accounting processes. We put in place a new online “Legislative Action Center” which facilitates communication with our representatives. We’ve invested significant resources in a new Information Technology Department to bring our computer services into the 21st century and make our member data

base more useful and accessible to affiliates. We’ve begun work to improve Member Benefits offerings, and to make it easier for members to have access to them

As directed by the ‘07 General Council, our vision also includes offering new services to attract new customers. Our goal is to produce increased revenues, reduced costs to affiliates and ultimately increase the strength of public employees. This can range from increased outside sales by CSEA Printing Services, to the productive development of CSEA-owned real estate. We want to establish CSEA as a resource for all California public employees. Expect major new efforts in this area by the time we get to General Council.

On behalf of my fellow officers, the Board of Directors and all CSEA staff, I want to wish all of our affiliate members and staff a happy holiday season. By overcoming past obstacles we are quickly bringing CSEA into position to help active and retired state and CSU employees get through this difficult period, and emerge on the other end stronger and more secure than ever before.

## CSEA Women’s Conference set for March 27-29

Reaching New Heights Together” is the theme of the CSEA Women’s Conference at the Sacramento Holiday Inn Capital Plaza, March 27-29, 2009. The registration fee is \$165 including a reception on Friday night with Lt. Gov. and Mrs. John Garamendi and local legislators.

Workshop speakers will include:

- Thomas Davis, CSEA Chief Information Officer  
“Technology Today for All Ages”
- Dr. Emily M. Murase, Executive Director, Department on the Status of Women  
“Training for Emerging Leaders”
- Jane Yow, Training & Organizational Development Consultant  
“Raising the Bar - EQ (Emotional Intelligence) & Generational Values”
- Antoinette Del Peral and Brenda Best, Orange County Financial Services  
“Women’s Financial Planning”

There’s a lunchtime fashion show on Saturday. Motivational speaker Dixie Schneider will close out the event on Sunday.

For more information, contact:

**Dina-Marie McGowan** at (916) 326-4217 or e-mail [dmcgowan@calcsea.org](mailto:dmcgowan@calcsea.org).

**There are four sponsorship levels:**

**Platinum – \$500**  
includes recognition in the program and two conference attendee tickets

**Gold – \$300**  
includes recognition in the program and one conference attendee ticket

**Silver – \$200**  
includes recognition in the program

**Friends of CSEA Women’s Conference – \$25**  
includes the sponsor’s name in the program

## Republican budget: too many myths and cuts



The Republicans are pushing a budget proposal that relies too heavily on cuts, requires a successful ballot initiative to take away money that voters already allocated for children's health care and aid to the mentally ill, and outsources state services to more expensive private contractors.

Worst of all, the Republican budget proposal completely ignores the potential for guaranteeing our state's allotment of the federal economic stimulus package. SEIU Local 1000 urges Republicans and Democrats to join our campaign to push Congress and President-elect Obama to give California our fair share of federal stimulus money.

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***"Wasteful private contracts may raise costs by 50 percent".***

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This federal money could jump start many infrastructure projects that are already approved but not fully funded such as retrofitting or building new hospitals, repairing our aging levy system and rebuilding our freeways and bridges. Federal block grant money could also reduce the negative impact of public service cuts on the state's economy, and additional Medicaid funding could reduce the need to cut health care programs.

"California is headed over a cliff," said Local 1000 President Yvonne Walker. "The governor and the Legislature need to work 24 hours a day until they reach a resolution, including using their collective strength to get California's fair share of economic stimulus funds."

"We need to have everyone, the unions, the governor and the Legislature conveying the same message to Washington in order to maximize the amount of stimulus money flowing into California."

The Republican proposals also repeat the myth that outsourcing state services to private contractors saves money for taxpayers. According to a 2006 report by the independent California Research Bureau, outsourcing IT work costs 50 percent more than doing the work in-house.

Local 1000's research has shown that the state consistently wastes taxpayer money by overpaying for services in key areas:

- The state could save as much as \$100 million dollars annually by eliminating some its IT contracts and by bringing that work back in-house.
- California could save between \$144 million and \$205 million each year by using state nurses and other healthcare professionals to staff prison, developmental and mental health hospitals instead of paying hundreds of millions of dollars to expensive outside contractors.
- The state could save at least \$50 million a year by reducing costly spending on outsourced architectural and engineering contracts at Caltrans.

## CSUEU fights cuts at CSU



With Republicans steadfastly holding to their pledge against raising taxes, state legislators ended their tenures at the end of November without signing into law a revised state budget addressing huge projected deficits. The new Legislature, encompassing both new legislators and incumbents who won in the November election, began its term on December 1.

Left in the lurch is the fate of the Governor's proposed \$66 million mid-year cut to the CSU budget. This cut comes on top of a \$31 million cut in early November; the two cuts wipe out some \$97 million that had been restored to the budget earlier this year.

"We'll continue to lobby the Governor and the state Senate and Assembly on the value of the CSU," says CSUEU President Pat Gantt. "They and their peers need to understand the benefits of fully funding the CSU—even if it means new taxes—so that it can fulfill its important educational mission."

Nearly 500 staff, faculty members and students descended on a November 18 CSU Board of Trustees meeting in Long Beach to declare that budget cuts to the CSU have consequences.

CSU community members clad in Alliance for the CSU T-shirts crowded the patio outside the Chancellor's office to march and chant in opposition to the Governor's budget proposals.

At the meeting, the Board of Trustees for the first time in its history declared a systemwide impact that will result in fewer students admitted for next fall.

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***"Potentially, CSU may curtail enrolment by up to 10,000 students..."***

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The CSU is already serving 10,000 students for whom the state provides no funding, and all indications are that 2009-10 will be the second consecutive year that the CSU receives no funding for enrollment growth. Potentially, CSU may curtail enrollment by up to 10,000 students throughout the system.

California's 2008-09 budget provided \$2.97 billion of state General Funds to the CSU. That is essentially the same amount the system received the previous year and \$215 million less than what is needed to meet enrollment growth and fund other operational expenses—all on top of the nearly \$100 million in cuts mentioned above.

"If the state doesn't generate new revenues as a solution, these cuts will deepen and will be difficult to overcome in the near future," said CSUEU President Pat Gantt.

"This is an unfortunate turn of events for California's students. It's just one more sign that we are experiencing an unprecedented perfect storm of economic turmoil, and it will be a long time before the dust settles," he added.

## ACSS plans its future



ACSS is planning for its future in a changing world.

Our new president, Olin King, has initiated a strategic planning effort that includes rewriting our mission and vision statements. "So many changes are taking place," King said, "that we find ourselves in a dynamic environment for excluded employees. If we don't plan, we will be ill-prepared to deal with our future."

The immediate future portends a slow economy, threats to state workers' incomes, benefits and even jobs and the potential loss of nearly half of the state's supervisors and managers to retirement in the next five years. There's good news, too: DPA, with ACSS' involvement, is overhauling and simplifying the state's job classifications and hiring process; and ACSS has taken the first successful steps toward forming a partnership with DPA to offer training to help supervisors and managers increase their salaries by improving their job skills.

We held our first joint meeting of executive board and staff Nov. 13 to discuss the scope of our strategic planning. A few conclusions:

- ACSS must become known as the "preeminent excluded-employee organization."
- We want to increase our membership by at least 5 percent per year. There are 35,000 excluded employees and our membership now totals about 6,500.
- We need to encourage more activism among our members.
- Our identity must be easily recognized as distinct from CSEA and the other affiliates. To that end, we will work on developing an ACSS "brand."
- We must improve our relationship with state department heads and make ourselves better known to legislators.
- We need to determine whether and how to reorganize our board of directors structure and our board meetings.

We will continue the planning process when the board and staff get together for our next executive board meeting on Jan. 16 in Sacramento.

"We are trying to ascertain what our members' needs are and to be responsive to them," King said.

A new format for the January board meeting: ACSS' next quarterly board meeting will be Jan. 9-11 in Sacramento. President King is planning a seminar on retirement for Saturday afternoon. The business portion of the meeting will conclude before lunch, and the afternoon will be devoted to speakers and discussions. The roster includes Kathy Rasmussen from Blue Shield, Tom Holley from CalPERS, Peter D'Anna from Social Security and two retirees, former ACSS President Tim Behrens and John Canfield.

We've launched a new Web site: One of ACSS' new communication strategies is to use our Web site more effectively to inform and stay in touch with members. It's only about half completed, but the new look and layout have been launched. We've gone to a blog format in an effort to give readers more information and make that information easier to find. Thank you to Webmaster Steve Aunan for his immense talent and guidance, and infinite patience, during this reconstruction. Comments are welcome: [holderness@calcsea.org](mailto:holderness@calcsea.org).

## Orange County voters pass worrisome pension measure



A measure that would require voter approval of pension retirement contracts for Orange County employees and elected officials passed Nov. 4 by a 75 percent margin.

Measure J only applies to Orange County, but retiree groups and pension protectors nationwide are concerned about the possible public pension repercussions that may be felt in other systems.

"While there may have been troubling issues with the way Orange County supervisors dealt with their public employees' pensions, not all public pension agreements should be painted with the same brush," said CSEA Retirees President Roger Marxen. "We will carefully watch the effects of Measure J and try to ensure that the integrity of public employee pension negotiations is not jeopardized simply because of problems in one county."

Orange County supervisors in 2001 granted deputy sheriffs and firefighters the "3% at 50" retirement benefit that most police and fire department employees have. In 2004, supervisors again granted general government employees a similar benefit that allows them to retire at age 55.

Since both benefits were enacted, the county's pension system has seen a \$3 billion unfunded liability continue to balloon.

John Moorlach, the accountant who became a county supervisor and was the driving force behind the measure, was quoted in the Orange County Register saying, "We hope that we're the first in a series of dominoes to fall."

Under Measure J, any future county labor contract that would increase the retirement benefits of any public employee or elected official would have to then be approved at the ballot. While the county could negotiate such increases, none could take effect until approved by voters. General cost-of-living adjustments are exempted.

The Orange County Board of Supervisors is suing the Orange County Employees' Retirement System to invalidate the 2001 collective bargaining agreement between the Association of Orange County Deputy Sheriffs and the county.

Opponents of the deputies' agreement claim that the agreement violates provisions of the California Constitution by improving benefits to public employees after retirement.

Such an interpretation – if approved by the court – could potentially threaten such things as the cost-of-living adjustments that eligible state retirees receive every year.

The California Attorney General's Office has agreed to represent CalPERS in an application to file a friend-of-the-court brief that would present the CalPERS position on the dispute. CalPERS will contend that these types of benefits are consistent with constitutional principles.

The suit, which was moved out of Orange County and to Los Angeles County Superior Court, is still pending.

# CSEA MEETING SCHEDULE

## December

- 15-18 CalPERS Meeting  
5th & P Streets, Sacramento
- 25 Christmas Day

## January

- 1 New Year's Day
- 3-4 CSEA Bylaws & Policy Committee  
Holiday Inn, Capitol Plaza,  
Sacramento
- 9-12 SEIU Local 1000 Joint SBAC,  
Holiday Inn, Sacramento
- 9-11 ACSS Board of Directors,  
Radisson Hotel, Sacramento
- 19 Martin Luther King Jr. Day

## February

- 5 PERB Meeting  
1031 18th Street, Sacramento
- 7 CSEA Board of Directors  
Holiday Inn, Capitol Plaza  
Sacramento  
Deadline for Agenda items: Jan 8.
- 12 Lincoln's Birthday
- 15 President's Day
- 20 Retirees President's Forum,  
Doubletree Hotel,  
Downtown San Diego
- 21 Retirees Board of Directors,  
Doubletree Hotel  
Downtown San Diego

- 7-8 CSEA Bylaws and Policy Committee  
Marriott Hotel, Manhattan Beach  
Deadline for Agenda Items:  
Feb. 6.

- 13-15 CSUEU Board of Directors  
Crown Plaza, Redondo Beach
- 27-29 CSEA Women's Conference 2009  
Holiday Inn, Capitol Plaza  
Sacramento

- 31 Cesar Chavez Birthday

## June

- 6 CSEA Board of Directors  
Fairmont Hotel, San Jose  
Deadline for agenda items:  
May 5.

## March

- 6-9 SEIU Local 1000 Council  
Holiday Inn, Sacramento

**CSEA GENERAL COUNCIL**  
**Bonaventure Hotel, Los Angeles**  
**September 5-7**

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

### *Holiday savings still available.*

With the Holidays around the corner, here are a few last minute ideas from CSEA Member Benefits. 2009 ENTERTAINMENT BOOKS, Sacramento/Gold Country - Entertainment 2009 is here! Discounts, web deals, hotels and more! \$40 (reg. \$45).

**SPA WISH GIFT CERTIFICATES** - Certificates are accepted nationwide, visit [www.spawish.com](http://www.spawish.com) for day spas, hair, nail and tanning salons near you! Certificates can also be redeemed for an exclusive collection of spa merchandise at the "Spa Boutique" on [www.spawish.com](http://www.spawish.com). No Expiration. Price per certificate - \$23.75 (\$25 value).

**DEL MAR FAIRGROUNDS**, San Diego - Holiday of Lights vehicle pass. Holiday of Lights runs nightly from 11/27/2008 thru 01/04/2009. Hours of Operation: Sundays thru Thursdays 5:30 p.m. - 10 p.m./Fridays and Saturdays 5:30 p.m. - 11 p.m. \$12 per vehicle pass, up to 5 people (reg. \$14 per car, up to 5 people).

**DISCOVERY KINGDOM (SIX FLAGS)**, Vallejo - Children 2 and under are free. Holiday in the Park! Themed holiday wonderlands feature life-sized toys, non-stop entertainment and festively decorated areas to get everyone into the holiday spirit. Ticket valid any operating day through December 28, 2008. Please visit [www.sixflags.com](http://www.sixflags.com) for park hours. \$10 (reg. \$29.99). Expires 12/28/2008.

**Big Bear Mountain Resort and Snow Summit** lift tickets to come! Call Member Benefits for a full ticket listing at (916) 326-4283 or 1-800-952-5283.

**For more Member Benefits**  
[www.calcsea.org/benefits](http://www.calcsea.org/benefits)



# UNITY 2008

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