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UNION UPDATE

LOCAL 1000
SEIU
Stronger Together

March on Washington 1963-2013

Why we must keep marching

Despite gains, working Americans remain under assault



By **Yvonne R. Walker**
President, SEIU Local 1000

Fifty years ago next week, 250,000 Americans of every color and creed came together for a “March on Washington

for Jobs and Freedom.” Known for Dr. Martin Luther King Jr.’s iconic “I Have a Dream” speech, the event was one of countless examples throughout our history where organized labor and civil rights fighters united forces to build a movement that would change America.

The Marchers’ list of ten demands included the right to vote, the establishment of a national minimum wage, a broadened Fair Labor Standards Act and federal action “barring discrimination by federal, state and municipal governments, and by employers, contractors, employment agencies and trade unions.” The march stands in history as a pivotal moment for the victories of the civil rights movement of the 1960’s and the decades of progress to follow, but fifty years later, our fight for jobs and freedom is far from over.

Because of organized labor and the civil rights movement, the American Dream became a reality for millions of people – including my own family – and America has progressed toward the broader goals of the 1963 march. Still today, powerful forces are trying to divide us over issues like race, sexuality and

citizenship status - pitting worker against worker in a race to the bottom. Income inequality is increasing, the influence of corporate money in politics is turning back the clock on worker’s rights and, in a direct attack on the landmark piece of civil rights legislation, the Supreme Court repealed key portions of the Voting Rights Act this summer.

Honor our history, continue the fight

Whether it is race, gender or citizenship status – our opponents exploit these divisions to weaken the middle class, and we will only gain ground for working people when we stand united and follow the example set by the brave marchers of 50 years ago. That’s why I want you to join me in commemorating the March on Washington in 2013. There is much progress to be celebrated, but we must look to the tenacious examples set by our predecessors as we continue the fight for social and economic justice.

The challenges we face today are steep. But we stand on the shoulders of giants who suffered, endured and paid the ultimate price to build a more perfect America. Today, it is up to us to lift up all workers and fight for all who remain unequal in their honor.

You don’t have to be in D.C. to honor the Marchers of 1963.

Join an event in your area at:
action.seiu.org/page/s/mow13



“The history of the labor movement in America proves that the employing classes recognize no race lines. They will exploit a White man as readily as a Black man ... they will exploit any race or class in order to make profits.”

—**A. Philip Randolph**, AFL-CIO Vice President and co-founder of the 1963 March on Washington for Jobs and Freedom

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

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Your Questions Answered

Our Member Resource Center (MRC) handles thousands of calls from members each month.

Here are answers to some recently asked questions.

Q: I need union representation. Do I get the time to meet with my representative?

A: Yes. You have the ability to meet with your union representative at your worksite during work hours. This time is subject to the approval of your supervisor. If you are having any problems in this area, be sure to call the MRC for assistance.

Q: May I request more time off after adding a baby to the family than the time I get for State Disability Insurance and Paid Family Leave?

A: Yes, you may. Parents who work full time may request up to one year of unpaid time off. Health, dental and vision benefits will remain in force. Women giving birth can use the time for pregnancy, childbirth and recovery. Both parents, including domestic partners, may use the time to care for the child. Requests for this time must be made no later than 30 calendar days after the child is born.

Q: My Merit Salary Increase (MSA) was denied—can I file a grievance?

A: Yes. All employees receive a MSA annually in accordance with Government Code and California Department of Human Resources rules. If you are denied MSA, you can contact your union steward or call the MRC to begin the grievance process.

Q: Do we still have Professional Development Days in our new contract?

A: Yes. All employees accumulate two Professional Development Days (PDD) during each fiscal year (July 1 – June 30), and those days must be used during that same fiscal year. PDD days are to be used at the employee's discretion, and management may not request documentation of the reason for the leave.

For more details regarding these answers, call **Local 1000's Member Resource Center**
Call toll free 866.471.SEIU (7348)
Mon.—Fri. from 7 a.m. to 7 p.m.

New contract provisions

Increases in travel reimbursement

Local 1000's new contract includes increases in both the per diem rate and hotel reimbursement.

Shortly after the tentative agreement was signed, slight changes were made in the per diem rates to ensure that reimbursement conforms with the federal tax rates and won't subject Local 1000-represented employees to any adverse tax consequences. The total possible reimbursement remains the same as bargained for – increasing from \$40 to \$46 for every 24 hours of travel.

Per Diem rates

Actual meal and incidental expenses will be reimbursed as follows:

- Breakfast** – up to \$7.00
- Lunch** – up to \$11.00
- Dinner** – up to \$23.00
- Incidentals** – up to \$5.00

Total – up to \$46.00 *(every full 24 hours of travel)*

Hotel Rates

Rates were updated for different geographic areas. The baseline rate increased from \$84 to \$90 and for the vast majority of locations, the reimbursement rate increased well beyond that. In only three counties—(Alameda, Santa Clara and San Mateo)—was the allowance reduced, but in each case, the new rate remains higher than the federal per diem rate. The new rates are summarized below.

LOCATION	Old Rate	New Rate
Base Rate for all locations except as noted below	\$84	\$90
San Francisco	\$140	\$150
Alameda	\$140	\$125
Santa Clara	\$140	\$125
San Mateo	\$140	\$125
San Diego	\$110	\$125
Monterey	\$84	\$125
Los Angeles	\$110	\$120
Orange	\$84	\$120
Ventura	\$84	\$120
Santa Monica	\$110	\$150
Sacramento	\$84	\$95
Napa	\$84	\$95
Riverside	\$84	\$95

For more information about our contract article 12.1 Business and Travel, log on to **seiu1000.org** or contact the Member Resource Center at **866-471-SEIU (7348)**.