

Focus on Representation

Union Resource Center, Legal team combine efforts to protect member rights

Local 1000 is working to protect member rights through a comprehensive, ongoing legal effort encompassing nearly 1000 actions, including civil suits, arbitrations and grievances. The cases range from statewide matters, including furloughs and holidays, to issues affecting individual members.

“Enforcing the contract – making sure that each and every one of our members enjoys the hard-earned rights we’ve bargained for – is our primary focus,” said Yvonne R. Walker, Local 1000 president. “We’ve committed significant resources to make sure the state keeps its promises.”

Virtually every day, members are represented in meetings with management, at the Department of Public Administration (DPA), the State Personnel Board (SPB), the Public Employment Relations Board

and in many jurisdictions of the California courts. Among the cases our legal department is pursuing: 52 civil suits, 92 PERB matters, and 705 adverse actions. More information on our legal representation is available at seiu1000.org

Recent victories

Local 1000’s legal team has prevailed in 17 of 19 recent arbitration cases where members’ rights or our contract had been violated. Settlements ranged from implementation of new security procedures to back pay awards and step increases. Settlement discussions and/or arbitration hearings are scheduled for another 34 cases.

Representation Overview

Member issues – questions about how your boss or your department is interpreting a particular provision of the contract – can be raised in



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—Yvonne R. Walker
 President, Local 1000

one of two ways: by contacting your Member Resource Center (**866-471-7348**) or your union steward.

If your issue warrants further review, you’ll be referred to Local 1000’s Union Resource Center (URC), who will investigate your situation and work with you and your steward to solve the issue or elevate it to a grievance.

Your contract, in Article 6, clearly defines a multi-step process designed to resolve contract disputes.

Working to mitigate budget impacts

Cuts resulting from the state’s 2011-2012 budget are now beginning to take shape, and Local 1000 is working to protect state workers’ rights as downsizing and realignment begin impacting our members.

Every department facing cuts must submit a reduction plan to the Department of Personnel Administration (DPA) that follows the guidelines of the Local 1000 contract and state law.

Local 1000 has assembled a task force that is closely monitoring 14 departments that may be impacted by changes in the budget. The task force ensures each department’s plan is followed and the state meets with our member negotiators to mitigate any changes affecting Local 1000-represented employees.

Surplus letters—also known as State Restriction of Appointment (SROA) notices—do not go out to state

employees until DPA approves each department’s reduction plan. To date, employees in two departments—the California Department of Corrections and Rehabilitation (CDCR) and the Department of Justice (DOJ) have received notices. Local 1000 is monitoring another dozen departments where changes may be felt.

What to do if you receive an SROA letter

Inform yourself of the procedure governing the reduction process and how it applies to you: go online to seiu1000.org and click on “Budget Impact FAQ.”



If you have issues that are not answered by these FAQ, contact the Local 1000 Member Resource Center at **866-471-SEIU (7348)**



SOLIDARITY

Labor Day 2011

On Labor Day weekend, Local 1000 members and staff marched to the state Capitol in support of the United Farm Workers, cooked and distributed lunches for the needy, and celebrated with working families at Labor Day picnics around the state.

"The Labor Day holiday was created to honor workers and the contributions they make to our way of life. But speaking to you as a proud American, as a proud member of the middle class and as a proud union sister ... I believe every day is Labor Day."

—Yvonne R. Walker
President, Local 1000

Resource Center

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

Website

seiu1000.org

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Backpack, computer donations kick-start back to school

500 seventh and eighth grade students are off to a great start in school this year, armed with a new backpack full of school supplies collected and donated by Local 1000 members. The backpacks were handed out September 6 at Rosa Parks Middle School in Sacramento.

"We're here to give back to the community," says Local 1000 Vice President for Bargaining, Margarita Maldonado. "Our members are here making a difference by providing tools that these kids might not have otherwise."

In addition to the backpacks and supplies, Local 1000

donated two laptop computers to aid in students' education.

"We're helping improve academic outcomes by expanding computer access," said Dan Silva, Local 1000 member strength director. "It's something that every kid needs to thrive as a student."

