

JUL 8
2015

UNION UPDATE

EDD workers share the burden with coworkers facing reduced hours

Spreading the cuts lessens the negative impact

Seventy Local 1000 members at the Employment Development Department (EDD) stepped up to soften the blow for some of their coworkers who faced reduced hours. As a result, what would have been a major reduction in work and pay for a few people was distributed among a larger group for a much less significant negative impact.



“It is this kind of community that makes me proud to be a union leader in the EDD team.”

—Joyce Wheeler-Owens
EDD

The reduction in hours to some Permanent Intermittent (PI) employees in the Unemployment Insurance (UI) division was discussed when Local 1000 members and staff met with the EDD labor management team on June 26 to discuss continuing PI issues. The department made clear that the cuts were mandatory given the UI funding, but the voluntary actions made by permanent full time UI staff would be all that was needed to satisfy the current budget constraints.

“Thanks to the generosity and helpfulness of 70 of our full time permanent UI members who willingly reduced their work hours, our UI PIs only had their hours reduced 5 percent rather than 25 percent,” said Joyce Wheeler-Owens, a member leader at EDD and newly-elected president of DLC 701. “It is this kind of community that makes me proud to be a union leader in the EDD team.”

Though the selfless gesture of the members who shared the cuts is admirable, Local 1000 continues to pressure EDD about the PI issue. The department is still violating our contract by utilizing more than 20 percent PI workforce in the UI branch. The department acknowledged the compliance issues and affirmed that

they will revisit additional conversions. Local 1000 continues to pursue all legal remedies to enforce our contract and will do so until EDD complies fully.

★ ★ ★ BEAT *the* HEAT ★ ★ ★

Join us at the CALIFORNIA STATE FAIR

★ July 10-26, 2015 | 9 a.m. - 5 p.m. ★

★ 1600 Exposition Blvd, Sacramento, CA 95815 ★

★ Our booth is located in Building D, in the corner near the tunnel—spaces D509-D510-D511 ★

Contract enforcement pays off in Unit 11 wins

Union representation proves invaluable to correcting mistakes

Local 1000 representation led to two Unit 11 workers receiving thousands of dollars in back pay after the union forced the state to correct errors in wages and benefit deductions.

“These wins are another example of the contract enforcement efforts Local 1000 provides to all members,” said Tamekia N. Robinson, Local 1000 vice president for organizing and representation. “Even bureaucratic mistakes cost members the money they’ve earned, and we’re here to help.”

Caltrans differential win

Sometimes a member has a problem that seems simple, but the bureaucracy of state government is just too much to take on alone. That’s when union representation is crucial. She Vang, a Caltrans employee working as a Transportation Engineering Technician (TET) at the DOT in Sacramento, had just such a problem: He was due a \$636 pay differential for earning a civil engineering degree from California State University Sacramento, but an oversight prevented

him from receiving the increase in pay. He came to his union, and Local 1000 stewards, representatives, lawyers and other staff mobilized. We filed a grievance on Vang’s behalf and negotiated a settlement agreement. Vang, who has since been promoted, received \$2,756 in back pay.

TET differential pay has been a topic of discussion at the Unit 11 Joint Labor Management Council meetings with the state, and the Unit 11 bargaining team has targeted the issue for clarification in our next contract.

Department of Fish and Wildlife benefits fix

Beau Jones, a seasonal employee with the Department of Fish and Wildlife who formerly worked as a firefighter, canceled his health plan in July 2014 but still found deductions for the plan in his paycheck. He came to Local 1000 and we contacted the State Controller’s Office (SCO). Working in close collaboration with the SCO as well as the Fish and Wildlife Labor Relations Office, Local 1000



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—Tamekia N. Robinson
Vice President for Organizing/
Representation

secured a reimbursement of Jones’ health premiums for the months of June and July 2014 amounting to \$1,073.41.

Real representation can add up

With a workforce as large and spread out as California’s, oversights are bound to happen. Wage miscalculation and errors in payroll deductions can cost members real money. “Contract enforcement and real representation are core values for Local 1000,” said Robinson. “We are here to stand up for our members whenever they need us.”

Resource Center

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

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seiu1000.org

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KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Members’ and stewards’ rights in enforcing our contract

Article 2.6: Steward Time Off | **Article 2.7:** Employee Time Off | **Article 2.8:** Union Steward Protection

Your union contract contains hundreds of provisions designed to protect your rights, including state time off for representational purposes, and guarantees that you and your steward will not be discriminated against or harassed for exercising rights guaranteed by our contract.

Your Local 1000 contract guarantees:

- Employees are entitled to reasonable state time off, during work hours, to confer with a steward or union representative.
- Employees’ release time is subject to approval by the employee’s supervisor.

- Stewards are also given state time off, during work hours, for representational purposes.
- Stewards’ release time is subject to prior notification and approval by the steward’s immediate supervisor.

How to take Action

Contact your steward or the Local 1000 Member Resource Center if you feel your rights have been violated and/or your supervisor will not approve reasonable time for the meeting. **866.471.SEIU (7348).**