

# Two Local 1000-supported bills await governor's signature

Two Local-1000 sponsored bills are on the governor's desk, awaiting signature before the October 11 deadline. Four other bills supported by the union are on a two-year track as Local 1000 continues to push an aggressive legislative agenda.



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—Yvonne R. Walker, Local 1000 president.

"We're making politics matter for our members by driving legislation that affects our lives at work and in our communities," said Yvonne R. Walker, Local 1000 president. "We're demonstrating the power of our membership at the Capitol.

Awaiting the governor's signature: SB 343, which would expand the role of our Unit 3 librarians in the education and rehabilitation process for prison inmates.

ing assistants, a key priority for the safety of our members. The other bills would clarify the state's rehiring practices, streamline the state's adverse action policies, and help employees at the Judicial Council win the right to vote for union representation.

AB 1293 would prevent the state from creating artificial labor shortages by laying off workers and then using the fake shortage to hire private contractors to perform the same work.

## Two-year legislation

Local 1000 is working to push four additional bills through the legislature: one will stop the dangerous practice of mandatory overtime for nurses and nurs-

## Holding politicians accountable

As a member political organizer in San Diego, Tammy Endozo has listened to many politicians talk about what they would do if elected. As a legislative fellow working out of Local 1000's Sacramento office, she's had a chance to see how many of them actually hold to the promises they've made. It's been an eye-opening experience for her, reinforcing the importance of members being involved and active in the electoral process.



"I would encourage members to get involved because it opens your eyes to what's going on around you and how politics truly affect your job."

—Tammy Endozo, Local 1000 Legislative Fellow

"We need the right people," Endozo said of the legislators we elect. "They have to be true to their word and their values. If not, they're going to do whatever they want when they get there and not really help the middle class."

The Local 1000 legislative fellowship provides members the opportunity to work full-time as a member of our legislative team as we advocate for bills that directly affect our jobs, our pensions and California's working families.

Endozo, whose three-month fellowship will end mid-October, said she's found the stint interesting. She's learned about how much work goes into each bill, about how much legislator's staff do to prepare legislation—and how much research goes into Local 1000's work on every bill we sponsor and support.

She knows that politics matter to Local 1000 members and that holding politicians accountable means keeping a keen eye on what happens at the Capitol.

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## Resource Center

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

Website  
seiu1000.org

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## Members organizing for respect

### Unit 15 movement for dignity takes root at Napa State Hospital

The movement for dignity and solidarity in Bargaining Unit 15 is growing at Napa State Hospital. A large worksite action organized by custodians there is calling public attention to unsafe conditions and forcing management to the table to address a variety of worker concerns.

There are several issues that prompted the action – all of which have created a general atmosphere of disrespect for workers, bullying, favoritism and incompetence on the part of management in the housekeeping department at Napa State Hospital. The issues are remarkably similar to those facing the custodians at Yountville

Veterans Home, which is just ten miles up the road from Napa and where custodians have also been organizing for dignity.

Like Yountville, the last straw for workers came when management refused to implement post and bid as required by our contract. Several years ago, management stopped posting custodial positions and has been using favoritism and retaliation as a basis for assigning positions. There are also a number of issues involving lack of respect including requiring all custodians to be “escorted” by a supervisor to the clinic on grounds for their annual physical (no other classifications at NSH

are escorted) and refusing to release paychecks before end of shift—even to those who are not working that day.

Our members quickly organized a public demonstration outside the facility that brought out the press and resulted in a write up in the Napa Valley Register. The action got results: Management is now meeting with workers to discuss the problem issues.

“We’re stronger together,” said Maria Patterson, Unit 15 Bargaining Chair. “We will be treated with dignity in the workplace when we stand together and fight.”

## 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 neither you nor your steward will 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. (See next section if your supervisor denies your request.)
- 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.

#### If your supervisor claims that the time requested is unreasonable and will not approve of the meeting, you should:

- Ask your supervisor when would be a reasonable time to meet with your steward. (Supervisors may not suggest lunch or breaks, as that is your personal time.) Remember to tell your supervisor if the matter is urgent or time sensitive.
- Assess the situation and remind the supervisor that the contract says “... shall be granted reasonable time off ...”
- Ask the supervisor to approve a time that will not delay your ability to meet grievance timelines.

#### 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).**