

MAY 04
2016

UNION UPDATE



Professional Development Now!

Members Stand With Our Bargaining Team As We Fight For Career and Upward Mobility

Focusing on providing our members with the best possible opportunities to flourish in their jobs and careers, our bargaining teams worked with state negotiators last week to improve the professional development provided for our workers by our contract.

“We’re negotiating for more training, more education, and more upward and career mobility for our members, said Margarita Maldonado, vice president for bargaining. “More than half of our members report they haven’t had an individual development plan in the last year.”



“If you want the state to be a destination employer, you must actually invest in your employees through training and development.”

—Yvonne R. Walker, Local 1000 President

Responding to a strong call from our members for enhanced professional development, our team held a robust discussion with the state about creating what President Yvonne R. Walker called a “real partnership” in updating the civil service policies governing the retention and development of state employees.

“If you want the state to be a destination employer, you must actually invest in your employees through training and development,” added Walker.

Throughout the first three weeks of bargaining, our team has negotiated over issues identified by members at town halls and bargaining surveys. Along with professional development, we’ve presented proposals that protect and improve our hard-earned contract rights. We’re fighting for better working conditions, healthier and safer workplaces ... and now, our discussions turn to compensation this week.

“With a pay raise a priority to our members, we need to keep up the pressure at the workplace,” said Vice-President Maldonado. “We can’t just demand better compensation, we need to fight for it.”



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The Pictures Told the Story

Kitchen workers workplace action makes big impact at the bargaining table

At the bargaining table, power makes things happen. Local 1000 builds bargaining power by showing the state we have the unified voice of our 95,000 members behind us. Last week, Unit 15 members showed a perfect example of that kind of support during negotiations over health and safety.

To improve safety at the sometimes-dangerous environment our Unit 15 service workers perform their duties in, our team presented proposals to address issues relating to workplace temperature, visibility, alarms and safety equipment. One proposal specifically demanded the state end the practice of providing only flimsy plastic aprons for our kitchen workers, something our members reported occurring in departments throughout the unit.

Realizing that a picture is worth a thousand words, the Unit 15 team decided to show the state just how useless and ridiculous these aprons are. Bargaining team member Elena Schneider, who says many kitchen workers buy real aprons out of their own pockets, reached out to her coworkers in the kitchen at the California School for the Deaf in Riverside, who quickly responded to her request for photographic evidence.

The Unit 15 team brought the photos of CDE members wearing the aprons to the table—the aprons had holes and melted spots as would be expected of thin plastic worn next to cooking equipment—and the state was aghast. One of the state’s lead negotiators even exclaimed that she would never wear such a thing. The pictures made an impact that words never could.

For Unit 15 Chair Maria Patterson, this quick and powerful collaboration between a worksite and their bargaining team shows the membership is unified and working together.

“It shows we have the support we need to move negotiations forward,” says Patterson. “We are committed to ensuring a safe and secure working environment for everyone in Unit 15.”

Vice President for Organizing/Representation Tamekia N. Robinson agrees. “Members are really mobilizing for this contract. We are organizing and building networks to connect worksites to the bargaining table like never before.”

There will be many opportunities to be involved as we continue bargaining. Stay in contact with your worksite leaders and bargaining team to find out what you and your coworkers can do to support your bargaining team at the table.

“It shows we have the support we need to move negotiations forward.”

—Maria Patterson, Chair, Bargaining Unit 15



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