

FEB 08  
2017

UNION UPDATE

## Black History Month

### A Message from President Yvonne R. Walker



The struggle for Black Americans is nothing new. Throughout history, some of us have chosen to take a role in the struggle, looking beyond ourselves and leading movements.

There are hundreds of heroes that we have read about in history books, learned about in school, and have been highlighted in movies. There are thousands more who are the quiet heroes but whose stories are just as incredible, and their contributions just as significant.

I think of Patricia Harris Roberts, the first Black woman to head a cabinet-level agency in the Federal government. As a young, Black professional woman working in D.C. in the 1950's and 60's, she experienced routine discrimination. But she rose to become the head of the Department of Housing and Urban Development in the Carter administration. She led a number of reforms that built greater economic opportunities in blighted neighborhoods and fought discrimination against women in mortgage lending.

Or the story of Lucy Parsons, an American labor organizer and writer who co-founded *The Alarm*, the journal of the International Working People's Association in 1883. Her powerful speeches on behalf of revolutionary socialism have influenced generations of labor activists. But no matter if the

person is popular or less popular, they share one thing that is true in all our stories and movements: We cannot accomplish anything alone.

In honor of Black History Month, I want to use this opportunity to lift up the voices, images and contributions of Black Americans in the struggle for social, economic, environmental and racial justice. These struggles go back to the very beginnings of our country. We must remember the important quote of Coretta Scott King: "Struggle is a never-ending process. Freedom is never really won; you earn it and win it in every generation."

This is exactly what we are experiencing in this moment. We are living in a different political reality. New threats have emerged challenging the security of our rights, our families and our communities.

In today's racial, political and economic climates, we must be willing to have real conversations. We must be open and honest with one another. There can be no confusion about who we are and what we stand for.

The history of Black Americans and our struggle for justice and freedom has many examples and models for us to learn from. I look forward to sharing more of them with you in the month ahead.

# Building a Stronger Union with Stronger Leaders

## Barbara Bumpers steps up in her leadership

With 22 years of state service and a career marked by supporting her fellow workers, Barbara Bumpers is stepping up to become a stronger member leader in our Union.

She's taking leave from her job as a Mailing Machine Operator II at DMV headquarters in Sacramento to become part of the team at our Member Resource Center (MRC), where she'll provide answers for members seeking more information about our contract and our Union.

Joining the MRC is a progression in Barbara's leadership development. As a Union Steward and as a District Bargaining Unit Representative for Unit 4, she's been on the front lines of organizing her fellow members in our fight for our recently ratified contract.

"Making a direct connection with members and working together to solve problems will help me become a better leader," she said.

"At the same time, I'm gaining the knowledge and confidence I need to build a stronger Union."



Barbara Bumpers  
SEIU Local 1000  
Member Resource Center

## Member Resource Center: Answering Your Questions About Our Tentative Agreement

### When will our TA be signed by the Governor?

Our Tentative Agreement (SB 28) is being heard in Senate committees this week, where Local 1000 Vice President for Bargaining Margarita Maldonado is testifying. There will be a similar process in the Assembly. Afterwards the bills will move to a floor vote by both houses of the Legislature and then on to the Governor's desk for signature.

### Who qualifies for the \$2,500 signing bonus and when will it be paid?

In order to qualify, employees must have been on state payroll Dec. 2, 2016 and remain employed as of the date the Tentative Agreement is approved by the Legislature and signed by the Governor. Part-time, permanent intermittent and seasonal employees must also have worked at least 519 hours between Dec. 1, 2015 and Dec. 1, 2016. The bonus will be paid after the bill is passed by the Legislature and signed by the Governor.

### Do the general salary increases affect all pay steps or only top step?

The three salary increases (4% on July 1, 2017, 4% on July 1, 2018, and 3.5% on July 1, 2019) affect all steps, not just the top step of your classification. Seasonal workers get the same salary increases as full-time workers.

### Resource Center

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

### Website

seiu1000.org

### Connect with Local 1000

Facebook  
facebook.com/seiu1000

YouTube  
youtube.com/seiu1000

Twitter  
twitter.com/seiu1000

