

MAY 16
2018

BOBBY ROY: LIVING THE LOCAL 1000 PURPOSE STATEMENT

INSPIRED BY THE PAST, HE'S CREATING A BETTER CALIFORNIA FOR THE FUTURE

Each May, we pay tribute to the generations of Asian and Pacific Islanders who have enriched America's history and are instrumental in its future success.

Bobby Roy, an Educational Programs Consultant at the Department of Education in Sacramento, is continuing that proud tradition of "making a difference" at work and in the community.

Bobby finds inspiration for his labor activism from his great-granduncle, Acacio Venezuela, who was a labor activist in Hawaii in the early 1900s. Acacio dedicated his life to improving the working conditions of island farmworkers and his stories of commitment to his fellow man were frequently told and retold.

Bobby applies those guiding principles today as a Local 1000 activist. With twelve years in state service, Bobby has served as a Job Steward for six years and as a District Bargaining Unit Representative for Unit 21. He was elected to our 2013 bargaining team and organized his colleagues to take action in support of the contract we are all proud of.

Bobby walked into the job as a natural organizer. Growing up in a challenged south Sacramento neighborhood, he was exposed to the Philippine National Day Association and other community organizers who were building a better community. What he didn't know was they were organizing him and making him sensitive and committed to making positive change where he lived.

"Those organizers took me under their wing and gave me the opportunity to thrive and reach my full potential," Roy said. Today, Bobby lives in

the same neighborhood and is perpetually active in working to give his neighbors the opportunity for a good life.

Paying forward his childhood experiences, he works with the Sacramento County Children's



BOBBY ROY
Department of Education, Sacramento. Job Steward,
Unit 21 Bargaining Council, Community Activist

Coalition, which advises the Board of Supervisors and other policy-making bodies to promote the well-being of children and families. He's worked with the Sacramento Metropolitan Arts Commission to develop a racial equity statement, and he's the treasurer for the Lu-Mien Community Services, helping a large population of southeast Asian refugees thrive in their new home.

"This is my home and my community, and this is where I choose to make a difference," Bobby said.

Bobby Roy also chooses to be a member of our Union and to make a difference in the lives of state workers. Besides being part of the bargaining team, Bobby is active in the IT Reclass efforts, in our iChoose program and is already looking forward to bargaining in 2020.

"I Choose to be a member of our union because it's our best and most organized chance to un-rig a rigged system that benefits the wealthy few and leaves working people behind."
~ Bobby Roy

UNION UPDATE

HAVING A STRONG UNION PROTECTS OUR CONTRACT RIGHTS

Our contract is a living document brought to life through the efforts of a strong, member-led union. It's our members who stand up for better wages, benefits and working conditions, and it's those same members who spring into action to fight to make sure those rights are protected for all of us.

Back-pay win on overtime meal allowances

When our members at a California Veterans facility (DVA) weren't receiving their contractually required overtime (OT) meal allowances, the issue was brought forth at a Joint Labor Management Committee with DVA for resolution.

When the department's response to an information request showed clear contract violations, a grievance was filed for all affected employees represented at the facility.

CalHR's response—finding in favor of our members—included training on software to make claims; an opportunity for members to claim reimbursement for unpaid OT meals; and, a directive for the department to follow Article 12.9, Allowances and Reimbursements.

Out-of-Class Win

One of our member nurses—an RN working in Central California—filed an out-of-class grievance after learning a colleague had filed and won a similar complaint.

An employee is working out-of-class when they spend a majority (more than 50 percent) of their time over the course of at least two consecutive work weeks performing duties and responsibilities associated with a higher level classification.

Our member provided documentation showing the required elements and was awarded out-of-class pay, and a out-of-class experience for examination and promotion purposes.

For more information, read Article 14.2, Out-of-Classification Grievances.

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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THERE'S POWER IN KNOWING YOUR CONTRACT!

LEARN MORE IN TWO DIFFERENT WAYS:



CALL THE MEMBER RESOURCE CENTER AT
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CONTRACT.SEIU1000.ORG



Leadership Election Ballots Due Next Monday, May 21

Use your voice to elect our Union leaders! Cast your ballot for statewide officers and leaders and bargaining representatives for your District Labor Council. You must be a Local 1000 member to vote, and ballots must be mailed in. The deadline for receipt of ballots by the U.S. Postal Service at 1100 Melody Lane, Roseville, CA 95678 is 5:00 p.m. on Monday, May 21. No walk-ins are accepted. Election results will be posted on May 30.

More information online at seiu1000.org/local-1000-elections

