

OCT 17
2018

UNION UPDATE



When we vote, we win

MAKE OUR VOICES HEARD ON NOV. 6



Gubernatorial candidate Gavin Newsom at a Local 1000 Town Hall Oct. 28, 2017. A complete list of SEIU-endorsed candidates is available at seiu1000.org/2018endorsements

Scores of members across the state are stepping up to make politics matter for state workers, their families and their communities by getting out the vote on Nov. 6.

They're volunteering for phone banks and precinct walks to talk to voters to help elect leaders who share our values and will stand up for working families.

This is an opportunity to make real change—to choose our future, to protect our jobs, our wages and benefits and our union from constant attacks by the wealthy few who seek to destroy all we've achieved.

We have the opportunity to elect our bosses—the lawmakers who ratify our contract and pass laws that affect our jobs and communities. When we vote, we win!

Last year, members across California gathered at regional town halls to meet face-to-face with candidates for district and statewide offices and for Congress. They used their voice to endorse the candidates who value unions and the workers they represent.

Politics matter to all of us. Vote on Nov. 6, and volunteer your time to encourage others to do the same.

SIGN UP FOR A PHONE BANK OR PRECINCT WALK TODAY!

There are dozens of opportunities across the state now through Nov. 6. See complete list of dates and locations online at seiu1000.org/calendar

866.471.SEIU (7348)

Monday—Friday: 7 a.m. to 7 p.m.

Become a member today!

Protect our hard-earned contract rights, our wages, benefits and retirement. Have a voice in the direction of our union. Join now ... *we are stronger together!*

seiu1000.org/joinus

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

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twitter.com/seiu1000



Members win through contract enforcement

Unit 1 member wins IT Reclass appeal, back pay award after union steps in

One of our Unit 1 members working at the California Public Utilities Commission (CPUC) has been reclassified to a higher salary range and awarded back pay after enlisting support from Local 1000's Union Resource Center (URC).

After the contentious January Reclass impacting thousands of IT workers, our member was placed in Salary Range B, despite meeting or exceeding each of the Minimum Qualifications for Range C.

After our URC filed an appeal that was denied by the CPUC at the first and second step, they continued the fight and produced a win at the third and final appeal level at CalHR.

Unit 1 member's bullying charge results in supervisor discipline, demotion

A supervisor at a State Fund office in Southern California has been demoted back to rank-and-file status after a series of incidents of verbal abuse in an open work area targeting one of our members

It took action by Local 1000's URC to resolve the incident, despite the department's commitment to a "safe, positive and productive workplace for all employees," and prohibitions of "unwelcomed or unwanted comments, intimidation, ridicule or insult."

In front of coworkers, our member was subjected to unprofessional treatment and name-calling, and the workplace was disrupted. A grievance was filed for violations of our contract. Our member was placed on ATO during the investigation, and the supervisor was disciplined and demoted.

Learn more about Article 5.11 (Grievance Clause) and 10.1 (Health and Safety) by using our contract search tool at contract.seiu1000.org

State forced to make good on unpaid shoe allowances for Unit 15 members

One of our big wins in our last round of contract negotiations was a \$100 annual shoe allowance for safe and reliable footwear to ensure proper working conditions. When it was learned that the Department of State Hospitals had failed to implement the contract language correctly, Local 1000 filed a grievance.

Many members hadn't received allowances for the last three fiscal years due to inconsistent application of the provision and unnecessary bureaucratic roadblocks.

Hundreds of Unit 15 members will receive shoe allowances dating back to 2016. Additionally, obstacles to future payments were eliminated.

For more information about contract Article 12 (Allowances & Reimbursements), use our contract search tool at contract.seiu1000.org

Enjoy the benefits and protections of union membership

Member vs Non-Member representation and benefits

MEMBER	NON-MEMBER
<ul style="list-style-type: none"> Legal representation Assistance in contractual & non-contractual related issues Discipline appeals to SPB Rejection on probation appeals to SPB Merit appeals to SPB AWOL appeals to CalHR Insurance & assistance services Affordable group rates & discounts Scholarship opportunities Purchasing Power Home loans Leadership & career development opportunities A voice and a vote on negotiating your contract 	<ul style="list-style-type: none"> You only receive assistance in contract related issues, such as grievances and arbitration One-time union representation provided if you have an initial investigatory interview No representation in discipline, rejection on probation, merit or AWOL appeals

Certain benefits are subject to eligibility requirements. Representation is subject to the policy file. For more information, please call the Member Resource Center, 866.471.SEIU (7348) or visit seiu1000.org/resourcecenter

Union members have a voice in their future, a direct role in voting for our union's officers, electing our bargaining team and ratifying our union's contract.

Union members enjoy enhanced protections and can utilize representation and legal services for non-contractual issues and appeals to SPB.

Union members enjoy valuable benefits including exclusive discounts on travel, entertainment, insurance, goods and services and real savings on travel, theme park admissions and other entertainment venues that can add up to hundreds of dollars.

Become a member today: seiu1000.org/joinus