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UNION UPDATE



# Members prevail in sick leave battle at DMV

## Contract enforcement brings management into compliance

Ensuring good working conditions for our members is a key element of Local 1000's contract enforcement efforts, so when workers reported a pattern of harassment at the Modesto DMV over sick leave, the union stepped in to stop it.

Members were told they must present a doctor's note every time they took a sick day, a clear violation of both our contract and of state labor law. One member, Kristin Casey, informed management on a Friday of her need for emergency dental work on the following Tuesday, the only day the procedure was performed. Her leave was denied, and she

was written up and told she would need a note anytime she missed work for any reason. An improperly required note for another illness was rejected because a Kaiser advice nurse provided the care.

bringing the charge to the Public Employee Relations Board (PERB). A settlement negotiated at PERB led to DMV scheduling worksite meetings to resolve ongoing sick leave disputes and the disagree-

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“It was constant harassment,” said Casey. “They were using me as an example to scare other employees. They had me in tears more than once. It was a blessing the union was there to fight my battles with me.”

Local 1000 enforced the contract on two fronts, filing grievances for the impacted members and

ments over representation that resulted from the attempts to resolve the violations.

“Protecting our hard-earned contract rights is at the very core of our mission,” said Margarita Maldonado, Local 1000 vice president for bargaining. “Our members stood up and told management ‘no more’ and prevailed.”

# Prison librarian bill gains legislative support

## Member testimony boosts bill to increase librarian involvement in education, rehab

A bill to expand the role of prison librarians passed a key legislative committee with strong member support, after Unit 3 members worked statewide to rally support for the legislation.

The Senate Public Safety Committee passed SB 343 on April 21. The bill, carried by Sen. Loni Hancock (D-Berkeley), would enhance literacy programs for prison inmates by expanding the role of prison “libraries and librarians.” The bill would also expand the incentives for inmates to complete college degrees.

“The library provides a place for inmates to expand their literacy skills and prepare themselves for release from prison,” said Robert Oldfield, a librarian at Valley State Prison, who testified at the hearing. “Because we are the only part of the prison with Internet access for inmates, librarians play a key role in helping prisoners prepare for work and look for a place to live when they parole.”

Oldfield testified that the libraries in his prison answered more than 1,000 queries this year for



reentry services from inmates. However, many prison libraries are unable to reach their potential because of unfilled job vacancies and high turnover.

Bargaining Unit 3 Chair John Kern pointed out that SB 343 would give librarians a role in preparing inmates for successful parole and would incentivize completion of two-year and four-year college degrees.

“Prison librarians support development of skills to help inmates navigate the Information Age society they will enter upon release,” Kern said. “Our libraries are critical to maintaining a culture of rehabilitation in California’s prisons. They enhance public safety through their important work.”

## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

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# May Day highlights struggle of working families

More than 80 countries—  
but not the United States—  
celebrate May 1 as Labor Day  
in honor of the Haymarket  
Incident in 1886

## A time to focus labor's role building a stronger middle class

For people in more than 80 countries this Friday, May 1, is a national holiday that honors labor and working people. It is often referred to as International Workers' Day, Labor Day or just May Day.

Although May Day is not a legal holiday in the United States, SEIU and many unions as well as our allies use May 1 to highlight issues of income inequality, worker dignity and, especially in recent years, immigration reform.

"Most state employees will be at work, but I believe May Day is a time for us to reflect on the sacrifices made by earlier generations in the labor movement as well as the challenges ahead," said Local 1000 President Yvonne R. Walker. "People fought for years to secure an eight-hour day and a 40-hour week. If we want to have a strong middle class for future generations, we need to work harder now."

For years public employees including state employees, were denied the right to collective bargaining or union representation. We were treated as second-rate workers. Winning union security and

collective bargaining through legislation gave us the strength to negotiate better salaries and benefits, secure our rights on the job and achieve retirement security.

### May Day in U.S. history

The history of May 1 as a celebration of labor is rooted in what began as a peaceful May 4, 1886, protest in Chicago's Haymarket Square. Unions and other groups gathered to support workers striking for an eight-hour day and in reaction to the police killing several workers the day before.

As the demonstration continued into the night, someone threw a bomb killing seven police officers. The ensuing riot and gunfire also killed four civilians and wounded scores of others. A violent police crackdown on labor unions and political demonstrators followed and resulted in the imprisonment and execution of several political activists.

Though May Day had long been marked as a celebration of spring, the Haymarket affair drew international attention and the day



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began to be associated with labor unions and workers. In 1887, in order to distance the national commemoration from the perceived "radicalism" of Haymarket, President Grover Cleveland established Labor Day as an official holiday on the first Monday of September.

This May Day in Los Angeles, labor unions and other progressive groups will rally to support causes such as immigrant rights, living wages and equal treatment by law enforcement. Other rallies will be held in Chicago, New York and Washington, D.C.