

FEB 14

2018

UNION UPDATE

Black History Month

CREATING NEW LEADERS THROUGH EMPOWERMENT



Our celebration of Black History Month recognizes historic leaders who have been at the forefront of changing the social and cultural landscape of our country, fighting for better rights, better opportunities and the American Dream. Through their leadership and accomplishments, they inspire the leaders of today, and the future.

Tracie Kimbrough is a member activist in Los Angeles who's working to create a new cadre of union and community leaders in her work as the chair of Local 1000's Women's Empowerment Committee. She works as a Employment Program Representative at the Employment Development Department, and serves as a job steward.

The Women's Empowerment Committee is responsible for organizing and training female members to be leaders and to educate all members about issues of importance to women members.

Recently, Kimbrough and a team of fellow leaders, including Sylvia Ramos and Misty Del Rosario, took the lead and organized our union's participation in the second annual Women's March, joining hundreds of thousands of others in marches in Los Angeles, San Diego, Sacramento and Redding.

"Our members saw firsthand the power we have when we stand together and are part of a much larger resistance, said Kimbrough. "They saw the connection between politics and how we show our power."

Last week, Kimbrough hosted the second annual "A Taste of SEIU"—a celebration of community, culture and culinary delights—showcasing the talents of our members and area chefs.

"A Taste of SEIU" is about building community, says Kimbrough. "When you break bread together, you learn about each other and discover there's not a lot of difference between us."

Tracie is inspired by Oprah Winfrey and her ability to overcome real barriers to improve the lives of those less fortunate. She resonates with Winfrey, who says, "Create the highest, grandest vision possible for your life, because you become what you believe."



SEIU MEMBERS MEET CANDIDATES FOR GOVERNOR

Asking the question, 'who will we choose for our next governor,' our members joined scores of leaders from SEIU locals across the state at a One Voice Town Hall in Los Angeles on Jan. 27. They heard directly from the candidates for California's top officer about issues of importance to working families.

We're making politics matter through the power of 96,000 members working together to choose who we will support for statewide constitutional offices. We began in September with candidate forums for six different offices, and the endorsement process will continue through 2018.

In many respects, state workers get to choose who we partner with on our issues, first through the One Voice process and then by getting out the vote by phone banking and precinct walking. Whoever is ultimately elected will have far-reaching implications for state workers and all Californians.

# Enforcing our hard-earned Contract Language

When a supervisor showed repeated, oppressive actions against our stewards and members at a Bay Area prison, Local 1000 stewards stepped in to meet with prison management to ensure our contract language regarding union representation and bullying were complied with.

The supervisor had attempted to exclude certain stewards from union-management meetings and had also emailed another supervisor to prevent her from cooperating with Local 1000. The boss also made a back-channel effort to overturn a fully approved reasonable accommodation granted to one of our members.

Our worksite stewards met with top prison management to document the misconduct and reinforce **article 2.1, Union Representatives**, which grants full access to our stewards, and **article 5.11, Dignity Clause**, which protects our members by establishing a workplace where supervisors and managers treat workers with a generally accepted standard of dignity and courtesy.

## Out-of-class grievance won through supporting documentation

A member working in the Staff Services Analyst classification at DHCS in Sacramento won 10 months of back pay and 10 months of experience credit after using careful documentation to prove they had been performing work at the AGPA level. Refer to contract **article 14.2, Out-of-Classification Grievances** which defines “out-of-class” as more than 50% of time spent over at least two consecutive weeks performing duties associated with a higher classification.

## Denial of Merit Salary Adjustment reversed

After receiving an untimely, incomplete and unsigned notification denying a Merit Salary Adjustment, our member at DMV in Southern California has received a retroactive salary adjustment. What made the denial more frustrating for the member, who works as a Motor Vehicle Representative, was that her performance was well above department standards. Refer to contract **article 11.7, Merit Salary Adjustments**.

### Resource Center

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

### Website

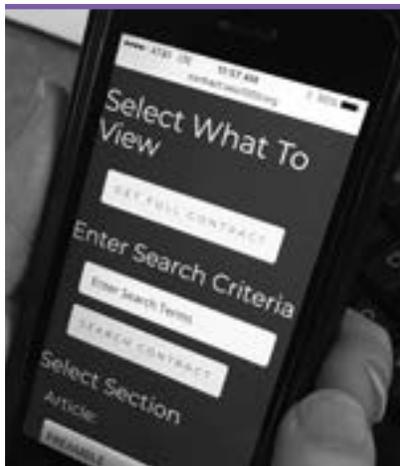
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## #iChooseMyUnion

*“I’M PROUD TO CHOOSE BEING A MEMBER OF A UNION WHERE I CAN MAKE REAL CHANGE IN WORKING CONDITIONS IN MY DEPARTMENT AND FOR MY FELLOW MEMBERS ACROSS THE STATE.”*

KAREN JEFFERIES, DEPARTMENT OF JUSTICE, SACRAMENTO JOB STEWARD, DBUR AND VICE-CHAIR OF BARGAINING UNIT 4.

