

APR 23
2014

UNION UPDATE



MEMBERS
— push for —
IMPROVED PRESCHOOL
EDUCATION



Committee joins national effort to help kids succeed

Through a grass-roots union committee, Local 1000 members have joined a national effort to increase access to quality preschool education for young children.

“Thousands of parents—especially working single moms like myself—struggle to get their kids in a good childhood education program,” said Patrice Wilson, a steward at the Department of Public Health, whose three children include a preschooler. “That’s why I am working with Local 1000 to give every child the chance to attend a quality preschool.”

Wilson is one of several members of Local 1000’s Parent Council who have testified at the state Capitol in support of increased funding for preschool education programs during budget hearings. They have also participated in lobby visits and rallies for increased funding.



Patrice Wilson, a steward at the Department of Public Health and mother of three children, testified in support of expanding affordable quality preschool education.

Studies: Pre-K helps students

Over the past 25 years, numerous academic studies have shown that kids who attend quality preschool programs are more likely do well in elementary school, graduate high school and college, avoid incarceration and achieve success in the work force. Leaders from

President Obama to state Attorney General Kamala Harris have called for increased investment in pre-school, as have the leaders of both houses of the California state legislature.

“By advocating for universal access to preschool we are promoting the goals of Local 1000’s Purpose Statement because we’re improving the quality of life for all Californians.”

~Patrice Wilson, Steward, Department of Public Health

Promoting our Purpose Statement

“By advocating for universal access to preschool, we are promoting the goals of Local 1000’s Purpose Statement because we’re improving the quality of life for all Californians and increasing opportunities for working families,” Wilson said.

Like Wilson, the members of the committee are parents who know firsthand the struggle of placing a child in a quality preschool program with hours that mesh with a working parent’s busy schedule.

“I was a single mother trying to provide for two children and although I had a job, I couldn’t afford child care,” said Shelia Byars, a DMV steward. “Now that I’m a

grandmother, I’m working to help my daughter and other moms have access to the best possible preschool opportunities for their kids.”

On April 30, Local 1000’s Parent Council will join a broad statewide coalition to lobby the state Senate to support a budget that invests in quality child care and early learning.

If you are interested in participating, email Stacey Giacchino at sgiacchino@seiu1000.org

BOOSTING UPWARD MOBILITY

Local 1000—negotiated benefits offers members tuition, personal growth

More than 40 Local 1000 members have received up to \$8,000 in tuition reimbursement in the first year of a new educational program at the State Compensation Insurance Fund (SCIF).

The program was developed at the bargaining table as Local 1000 negotiated the effects of layoffs and restructuring at SCIF in 2012. Local 1000 argued that SCIF wasn't doing enough to prepare its work force to be leaner, more educated and highly skilled—goals that SCIF identified as a necessary part of its restructuring.

"This program opened the door to upward mobility for our members at SCIF," said Margarita Maldonado, Local 1000 vice president for bargaining. "Many more are eligible for the program, and we encourage them to investigate this rich opportunity for growth."

Any rank-and-file employee at SCIF working at least part time can apply for up to \$8,000 dollars per year for education-related expenses. Employees in lower-paid classifications can request that State Fund pay their



"This program opened the door to upward mobility for our members at SCIF."

~Margarita Maldonado,
Local 1000 Vice President for Bargaining

tuition in advance; employees in higher-paid classifications, such as Unit 1, will be reimbursed after successful completion of their classes.

"More than 600 Local 1000 members can qualify for this important benefit," said Sophia Perkins, Unit 4 bargaining chair. "We all want to learn and improve our skill sets, but it's hard to afford the up-front costs without a program like this."

For those employees who are focused on upward mobility, preparing for a career change or plan to return to school after years in the work force, Local 1000 strongly encourages members to contact State Fund's Employee Assistance Program. In addition to tuition reimbursement, the program offers SCIF workers up to six career counseling sessions.

Resource Center

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

Website

seiu1000.org

Connect with Local 1000

Facebook
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Know Your Rights

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If you are ever called into a meeting with your supervisor or manager and believe the meeting or the information gathered in the meeting may result in discipline, you have specific representational rights, summarized below:

- ✓ You have the right to have a union steward present during investigatory interviews where management questions you to obtain information, and you have a reasonable belief that discipline or other adverse consequences may result.
- ✓ If you want a steward present, you must ask for him or her.
- ✓ If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in discipline.
- ✓ If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting but respectfully decline to answer questions until your union representative is present.
- ✓ You have the right to speak privately with your steward before the meeting and during the meeting.
- ✓ Your steward has the right to play an active role in the meeting--she or he is not just a witness. For example, your steward can request clarification of confusing questions and otherwise support and assist you.
- ✓ If your manager denies the request for union representation and directs you to answer questions even without your steward present, he or she is committing an unfair labor practice and the employee has the right to refuse to answer. The employee, however, should not leave until excused. Any discipline taken under these circumstances could be challenged as improper at PERB.

This statement could save your job:

If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my steward be present at the meeting before I answer any questions. Without representation present, I choose not to respond to any questions or statements.

HOW TO TAKE ACTION

If you feel your rights have been violated:

Contact your Local 1000 steward or
Call the SEIU Local 1000 Member Resource Center
866.471.SEIU (7348)—Mon–Fri, 7 a.m.–7 p.m.