

SEPT 3
2014

UNION UPDATE



—Theresa—
TAYLOR
for
CalPERS

Local 1000 endorses Theresa Taylor for CalPERS

Thousands of members are voting to place Local 1000 member Theresa Taylor on the CalPERS Board of Administration.

Local 1000 has endorsed Taylor, a long-time member leader, to ensure the safety and reliability of our hard-earned pensions. An analyst at the Franchise Tax Board for 20 years, Theresa Taylor has deep experience in the analysis of complex financial documents, skills that will help her guide CalPERS investment strategy as well as its work to provide quality, affordable health care.

“I want to make sure the stability and security we’ve worked so hard to earn will be there for our families when we need it most,” said Taylor, who serves on Local 1000’s Retirement Security for All committee.

Ballots for the election were mailed to eligible members on August 29—and must be received by CalPERS by September 24.

“I want to make sure the stability and security we’ve worked so hard to earn will be there for our families when we need it most.”

—Theresa Taylor

Election Ballot ✓

Select one candidate for the list below

STATE MEMBER

Candidate One

Theresa L. Taylor

Candidate Three

**RETURN YOUR BALLOT
BY MAIL TODAY!**

Ballots are due by September 24

Settlement reached in long-standing grievance over electronic monitoring

Hundreds of Department of Industrial Relations (DIR) employees have greater flexibility in reporting their arrival at work after an arbitration settlement with Local 1000. A previous policy required workers to email their supervisors at the start of their workday, which, Local 1000 argued, was in direct violation of our contract.

Now, employees are able to use a range of reporting methods, including visual reporting, telephones, magnet or eraser boards, and emails. This will give different DIR offices the flexibility they need to ensure that employees are showing up on time using methods that suit their work locations best.

“We aggressively enforced our contract and corrected an issue that frustrated many workers,” said Brenda Modkins, chair of Bargaining Unit 1. “A more effective

reporting system means more productive employees.”

Our contract is clear on the issue: “The State shall not use the log on/off time to the computer or electronic access card entry/exit times of employees as the sole source of attendance reporting or as the sole reason for discipline.” Local 1000 filed a grievance in 2011 to compel DIR to follow the contract and end its practice of electronic monitoring. In the spring of 2014 DIR finally agreed to change its rules on attendance reporting and bring its policy into compliance with the contract. In return, Local 1000 agreed to withdraw all grievances related to this issue.

As part of the settlement, DIR added language to its attendance reporting policy affirming that the email option is voluntary and provides additional protections from



“We aggressively enforced our contract and corrected an issue that frustrated many workers.”

—Brenda Modkins,
Chair, Bargaining Unit 1

discipline when the email system is working slowly or is otherwise dysfunctional. Reporting options for workers with alternate schedules were also addressed.

Resource Center

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

Website

seiu1000.org

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You asked; the MRC answered

Local 1000 members are getting quick answers to a range of questions at our Member Resource Center, a toll-free service available weekdays from 7 a.m. to 7 p.m. Whether you're looking for information about the next worksite meeting, who your Local 1000 steward is, need assistance with a worksite issue, or seeking understanding about your contract, answers are just a phone call away.

Call Mon. – Fri. | 7 a.m. – 7 p.m. | 866.471.SEIU (7348)

Q: Is there a rule in our contract that says that my supervisor can ask for a doctor's note after three days of absence?

A: No. Supervisors may only ask you for a note from your doctor if you have demonstrated a pattern of abusing sick leave, or if they have cause to believe you were gone for an unauthorized reason.

Q: How many hours do I need to have worked to qualify for the Family Medical Leave Act (FMLA)?

A: You must have worked for at least 12 months and a minimum of 1250 hours during that period.

Q: Can I request an unpaid leave of absence?

A: Yes. This absence cannot exceed one year and must be approved by the department.

Q: I did not receive my check on payday; can I get an advance?

A: Yes. You can request one from your department's payroll office. Please refer to article 11.4 Timely Payment of Wages in our contract for restrictions.

Q: I take the bus to work; can I be reimbursed for my bus pass?

A: Yes. You may be reimbursed for 75 percent of the cost for mass transportation passes sold by state agencies (bus, train, etc.) up to \$65 per month.

Q: Can I view my official personnel file during work hours?

A: Yes. If your personnel file is not located at your worksite, the state will make arrangements to make it available to you at your work location.