

SEP 12
2012

UNION UPDATE

LOCAL 1000

Stronger Together



The Bargaining Unit 4 Upward Mobility Committee has begun a series of meetings all over the state.

Investing in our future

Unit 4 Upward Mobility informational meetings kickoff statewide

All over the state, the Local 1000 Upward Mobility Committee is holding meetings to educate and inform state workers in Bargaining Unit 4 about promotional opportunities.

Local 1000's Upward Mobility Program is geared toward helping members find opportunities for advancement and make use of resources that can help them on their career path. For many state employees, promotions and transfers are the best way to advance their careers.

"Upward mobility is essential to the professional growth of our members," said Sophia Perkins, chair of Bargaining Unit 4. "It is as simple as informing people of their rights – no one is to be left behind."

This language is specific to Unit 4 members; for more information, see section 13.11.4 of our contract.

At these meetings, Local 1000 members receive:

- Detailed information on the contract language
- Assistance with upward mobility requests
- Job change and promotion information
- Transfer information
- Contacts for Local 1000 upward mobility experts
- Next steps if your upward mobility request is denied

More than 100 members attended the inaugural upward mobility meeting in Monterey Park on Aug. 21. Attendees expressed their appreciation for the effort to help people advance in their careers. According to a survey, more than half of the members who attended weren't even aware of the strong contract language that was successfully negotiated by our bargaining team in the 2010 contract.

"I had no idea that there was a group of people who were truly interested in upward mobility," said Pamela Winn, a DMV employee in Unit 4. "I was just flabbergasted that this was available to our members. I have been here for 12 years and had absolutely no idea about it."

Winn learned about upward mobility opportunities at a meeting in Sacramento. She was so inspired she brought the information back to her worksite, and set up meetings at her office to educate her coworkers.

"I will definitely encourage my fellow coworkers to attend our worksite meeting to hear the information that Local 1000 is giving its members," Winn said.

To request an Upward Mobility Committee meeting in your area, email upwardbu4@seiu1000.org

They will continue until Oct. 31, 2012.

Side Letter: Outsourcing

Report on wasteful contracts

How you can help to reduce job outsourcing

The new Outsourcing Task Force—created by the June side letter—is beginning to focus on wasteful private vendor contracts that can be eliminated, so that the cost savings can save taxpayer money and help preserve member pay and state jobs. Working with members on the Outsourcing Task Force Local 1000's Contract, Research and

Legal departments are reviewing and challenging those contracts that needlessly cost the state money.

If you are aware of a situation where private contractors are performing work that could be done by Local 1000-represented state, please take a few minutes to go to <http://seiu1000.me/RHJgSq> and fill out the survey form.

This information will help the task force identify priority contracts to review and analyze to possibly reduce the use of contractors and contract employees who perform the work of state workers, develop plans to transfer work back to state workers and/or reduce the cost of contracts.

Bargaining Unit 21: Iqbal Badwalz

Proud to participate in democracy

Immigrant state employee serves as Democratic Convention delegate

Iqbal Badwalz may seem like an unlikely activist.

He worked for the state for 15 years before he became active in Local 1000. However, once he decided to get involved, he engaged in a flurry of activity in the California Department of Education (CDE) and Bargaining Unit 21.

"I had no prior background in unions or in participating in democracy but I am proud to step up as an American," said Badwalz, education programs consultant in CDE's After School Division.

"I am a professional. I work hard and I believe in my country and in my union."

After emigrating from India in 1987, Badwalz spent his first few years in America just working hard, trying to adapt to his new country and expanding his educational credentials.

For years, Badwalz was primarily active in the Indian immigrant community and in his Sikh temple. As an auditor at State Controller's Office, he led some of the high profile audits of the financially troubled school districts. He was awarded the Sustained Superior Accomplishment Award in November 2001.

The September 2001

attacks changed his perspective as an immigrant because there were some anti-Sikh hate crimes.

"I felt like it was time for me to really reach out as an American citizen and really become active in my community and in the political process," Badwalz said. "It was time to step up and show that my family is part of the American fabric."

He became active in Democratic politics and then after, moving to CDE, he became active in Local 1000. Recently, he has participated in outsourcing workshops and in phone

banking on Propositions 30 and 32.

Both he and his 19-year-old daughter, Nimi, were elected as delegates to the Democratic National Convention.

"Serving as a delegate is my American dream come true," Badwalz said. "I really believe that the political process in America works—not perfectly of course—but it is the best way to improve the country. Our union is a part of democracy that I treasure. These freedoms are worth preserving."



"I had no prior background in unions or in participating in democracy but I am proud to step up as an American. I am a professional. I work hard and I believe my country and my union."

—Iqbal Badwalz, California Department of Education (CDE) and Bargaining Unit 21

Resource Center

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

Website

seiu1000.org

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Fresno phone bankers reach out to voters

Our political volunteer network continues to grow, contacting Central Valley voters

All over California, Local 1000 members and staff are kicking their political efforts into high gear, and the word is spreading about their success and need for even more volunteers.

"These are issues we all feel passionately about, and it was exciting to see everyone in action with such a sense of urgency," said Larry Vallejo, a Bargaining Unit 4 DMV employee from Fresno. "Time is critical, we need to get the mes-

sage out now so people are better informed when they vote."

Vallejo was part of one of the largest efforts in the state as 80 members, staff, friends and family members spent their evening calling voters on Aug. 29 in Fresno.

The messages on Wednesday were clear.

- Proposition 30 is vital to providing quality education and public safety programs.



- Proposition 32 is one-sided "campaign reform" and takes away our ability to help elect those into office that support the work we do for California.

Step up politically. Become a VIP (Volunteer in Politics) for this historic campaign, seiu1000.me/OOjzFI

For more information about Propositions 30 and 32 go to seiu1000.me/O8XrsD