



Are you a member?

Membership gives you power

At Local 1000 meetings throughout the state, our stewards and organizers often hear from at least one or two state workers who are surprised to realize they are not union members.

"Many state employees who are represented by Local 1000 don't realize that they're not members of our union," said Leora Hill, a longtime steward at the Board of Equalization in Los Angeles. "It's a shame because for about 30 cents a month more, you can have more power in your workplace, more clout in the Capitol and a voice in how your union is run."

Only members vote

Our contract protects the wages, benefits and pensions of non-members and members alike—but only members choose who runs the union, whether we ratify or reject a contract, and how we spend your dues money.

"Our bargaining team is made up entirely of members who were elected by fellow members," said Margarita Maldonado, Local 1000 vice president for bargaining. "If you care about who fights for your future, then you need to become a member."

Only members get a chance to improve the representation process and enhance their work environment by volunteering as a steward and participating in Local 1000 activities.

"Our stewards are the backbone of our union – they keep us strong," said Tamekia Robinson, Local 1000 vice president of organizing and representation. "To have a strong, effective union, we need state

employees to sign up as members and become active in their workplace."

"Membership is the key to power when it comes to our ability to influence legislation affecting state employees and their families."

—Yvonne R. Walker
President, Local 1000

Legislative clout

Local 1000's ability to lobby the Legislature, the governor and other elected officials is based on the cumulative strength of our members.

"Politicians take a union of strong, active members more seriously," Local 1000 President Yvonne R. Walker said. "Membership is the key to power when it comes to our ability to influence legislation affecting state employees and their families. These politicians need to know that I've got 95,000 people behind me."

To find out if you are a member, call the Local 1000 Resource Center **866.471.7348** during business hours or ask your job steward or union organizer. Or you can look at your pay stub where it will state "**SEIU1000D**" if you are a member, or "**SEIU1000F**" if you are a fee payer.

JOINING IS SIMPLE

To join, download and print a membership form at seiu1000.org/your-union/join.php

Complete the form and submit it to your steward or closest Local 1000 office—locations can be found at seiu1000.org

UNION HISTORY

150-year struggle for eight-hour day

The basic eight-hour workday many of us take for granted came as a result of a bitter 150-year struggle by generations of working people in America and other countries.

In fact, the fight for an eight-hour workday in America began less than a decade after the birth of our nation as a modest plea by printers in Philadelphia to limit their work shifts to 12 hours a day, six days a week.

Prior to the Industrial Revolution most work was agricultural and seasonal—during harvests, people would work from sunrise to sunset.

In newly created factories, employers demanded a similar work shift from men, women and children. Starting with skilled craftsmen, labor began to push back. In Britain, which was then the most industrialized nation, unions first popularized the slogan “Eight hours labor, eight hours recreation, eight hours rest” in the early 1800s.

Beginning in the 1830s, American unions pushed aggressively for an eight-hour day, making it a central demand in multi-union strikes in Chicago in 1867 and New York in 1872. President Ulysses Grant signed a proclamation in support of an eight-hour day in 1869.

Except for a small number of federal employees, it had little effect.

Labor pressure succeeds

The eight-hour day began to take hold in the early 1900s when skilled union workers, such as printers, bargained for eight-hour shifts. In order to avert a national railroad strike in 1916, President Woodrow Wilson signed the Adamson Act,



In the early 1900s, labor unions began pressing harder for an eight-hour workday, including this march in 1909.

which granted an eight-hour day for all railroad workers.

More unions began winning similar terms at the bargaining table. About the same time, Henry Ford voluntarily doubled pay in his automobile factories (to \$5 a day) and cut shifts from nine hours to eight in order to lure skilled workers from rival manufacturers.

However, most non-union workers did not achieve the eight-hour day until 1937, when President Franklin Roosevelt signed the Fair Labor Standards Act, which provided for a 44-hour workweek with overtime pay for additional hours on the job.

Resource Center

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

Website

seiu1000.org

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KNOW YOUR CONTRACT

Premium vs. regular holidays

Your Local 1000 contract—negotiated and ratified by the members in 2010—contains new language governing holidays and holiday pay. Here is an overview. For more details, see Article 7 of your contract, available online at seiu1000.org

Premium Holidays

Employees who work any of these six holidays will be paid at 1.5 times their regular rate of pay, and will also earn up to eight hours of holiday credit.

- January 1 (New Year's Day)
- The last Monday in May (Memorial Day)
- July 4 (Independence Day)
- The first Monday in September (Labor Day)
- Thanksgiving Day
- Christmas

Regular Holidays

Employees who work any of these five holidays will be paid at their regular rate of pay, and will also earn up to eight hours of holiday credit.

- Martin Luther King Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Veterans Day (Nov. 11)
- César Chávez Day (March 31)
- The day after Thanksgiving

The following are no longer paid holidays:

- Columbus Day
- Lincoln's Birthday

For more information visit seiu1000.org