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# UNION UPDATE

LOCAL 1000  
  
Stronger Together

# Single mom, MEMBER LEADER

MeShan Rachal brings a history of organizing to Local 1000

Even before she began working for the state, MeShan Rachal was always an activist, but after seeing the power of her union in action, she stepped up for her fellow workers and the middle class in many ways.

Rachal became a Local 1000 activist after a complicated bureaucratic snafu caused her to be underpaid for a week every month. She pressed her case to her supervisors and to the Department of Personnel Administration. When that failed, she sought contract enforcement help from her union.

“As soon as we won my case, I signed up for steward training. I realized that my union – really my coworkers – needed me to step up for them,” Rachal said. “I want to help my union get stronger because in doing that I am helping the middle class get stronger.”

“I like to get involved to improve things that are going on around me, whether it’s in my community, my job or my kids’ schools,” said Rachal, an employment program representative at the Employment Development Department (EDD) in Sacramento. “I don’t enjoy fighting, but I believe in fighting for what is right.”

Rachal is a New Orleans native who grew up in Berkeley and previously worked at UPS, where she served 10 years as a steward with the International Brotherhood of Teamsters

In 2009, she began working as a temp at the Franchise Tax Board, then transferred to EDD, commuting from Sacramento to Oakland for more than a year.

“It was a grind – I was leaving home at 4 a.m. and getting back at 8 p.m.,” said Rachal, a single mother, whose children were in high school at the time. “I didn’t have time for my family or anything.”



*“I want to help Local 1000 get stronger because in doing that I am helping the middle class get stronger.”*

—MeShan Rachal  
Employment Development Department

Since becoming a steward, Rachal has been active in every major Local 1000 campaign of the past two years, organizing a phone bank of EDD workers in the 2012 elections and walking precincts for President Obama in Reno. Earlier this year, she organized coworkers in support of a new contract, and she testified before the Legislature on behalf of a bill to strengthen the rights of workers facing termination.

More recently, she has been recruiting new stewards at EDD offices throughout Northern California. “The more stewards we have, the stronger we are and the better the workers are treated. It’s true everywhere I have worked,” she said.

# Contract enforcement **VICTORY**

## Out-of-class grievance yields 12 months of back pay

Local 1000 logged another contract enforcement victory, helping a member at Caltrans secure back pay after working for a year in a higher classification without getting paid at the higher rate.

Khaleda Akans, a Unit 11 transportation engineering technician, sought assistance from the Local 1000 Union Resource Center (URC) and filed a grievance in July after working as an engineer for just over a year at a Caltrans office in Orange County.



“Enforcing our contract is a key priority for Local 1000,” said Margarita Maldonado, vice president for bargaining. “We’re constantly working to hold management accountable to respect our hard-earned rights.”

Under our contract, if employees spend more than 50 percent of their time performing work associated with a higher classification, they must be paid at the rate of the higher classification.

Akans had pointed out to her supervisors that she was entitled to the higher rate of pay. Caltrans management agreed but only paid for four months of work at

the higher rate – refusing to pay her at the higher rate for the additional eight months she worked as an engineer.

Once Local 1000 stepped in, Caltrans agreed to pay Akans all of the back pay.

The department admitted that Akans was working out-of-class. But they forced her to file a grievance to get the full amount she deserved.

If you believe that you may not be correctly compensated for working above your classification, call the Member Resource Center at **866.471.SEIU** (7348).

***“We’re constantly working to hold management accountable to respect our hard-earned rights.”***

—Margarita Maldonado, Local 1000 Vice President for Bargaining

### Resource Center

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

### Website

[seiu1000.org](http://seiu1000.org)

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## Disabled member receives Assembly recognition

### Ed Diprosper helps unemployed Californians for EDD

A Local 1000 member was honored for his work as a part of National Disability Employment Awareness Month - a national campaign that raises awareness and celebrates the many contributions of America’s disabled workforce.

Ed Diprosper, a 15-year veteran of state service is a Unit 1 member who helps to connect unemployed Californians with their much-needed benefits through his work at EDD, was praised for his efforts as part of a presentation at the Capitol by Assemblymember Dr. Richard Pan.

“I am pleased to present to you this resolution recognizing National Disability Employment Awareness Month,” Pan

said. “I want to thank you so much for your service to the people of California.”

“I believe I will not know of the true significance of today until I one day look back on my entire life,” said Diprosper, when asked about the ceremony.



To learn more about Local 1000’s State Workers with Disabilities Committee, go to [seiu1000.org/your-union/committees.php](http://seiu1000.org/your-union/committees.php)