

APR 15
2015

TODAY WE FIGHT

UNION UPDATE



Local 1000 members join nationwide fight to strengthen the middle class

Today, thousands of people are joining fast-food workers, retail employees, child care workers, home care providers, airport workers and adjunct professors in rallies up and down the state and in more than 60 cities across the nation to demand fair pay for hard work: \$15 and a Union.

"No one working full-time should have to live in poverty," said Yvonne R. Walker, Local 1000 president. "We stand with these workers to ensure their prosperity and their ability to provide a dignified living for their families."

The fight to raise the minimum wage is central to the fight for economic justice. To meet their basic needs, minimum wage workers and their families often need government assistance to make up the gaps that their paychecks don't cover.

Rebuilding the middle class includes boosting the purchasing power of workers so they can drive the economy by increasing the aggregate demand for goods and services.

The federal minimum wage is so out of sync with increases in the cost of living that today's minimum



"No one working full-time should have to live in poverty."

—Yvonne R. Walker, President, Local 1000

wage earners make roughly 25 percent less than their counterparts 45 years ago after adjusting for inflation. Seven out of 10 new jobs being created pay less than \$15 an hour, making it impossible for workers to pay for basic necessities like rent and groceries, much less move upward into the shrinking middle class.

"It's time for us to reach into our communities," said Walker, "to rebuild an economy that works for us and provide more workers with a path to the American Dream."

To be part of this historic day when we turn the tide on income inequality, visit seiu1000.org/april15 find your local rally, and raise your voice for \$15 and a Union!

LOCAL 1000

SEIU
Stronger Together

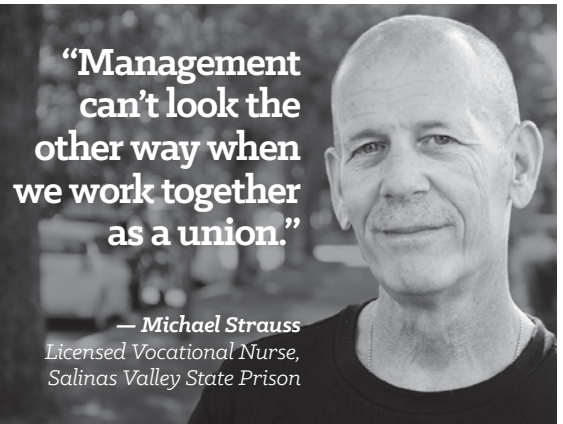
Escalating actions improve safety at Salinas prison

Members take an important fight public and get fast results

Calling for greater safety in a dangerous workplace, Local 1000 members at Salinas Valley State Prison (SVSP) took action to get long-broken emergency call lights repaired. After their demands for a fix went unheeded by management, they took their concerns to Assemblymember Luis Alejo and Soledad Vice Mayor Alejandro Chavez and marched on Soledad City Hall.

"It's going to make a world of difference in patient care," said SVSP licensed vocational nurse Michael Strauss. "And patient care is the most important thing."

Call lights, which alert nurses on duty to an emergency need of an inmate patient, have been broken for several years. The prison's stopgap solution has been to assign a nurse to walk between rooms and visibly check for inmates in distress; that practice leaves about 15 life-threatening minutes between checks at current staffing levels.



— Michael Strauss
Licensed Vocational Nurse,
Salinas Valley State Prison

The broken call light system is just one of the unsafe and unreasonable workplace conditions such as understaffing and mandatory overtime which Local 1000 members have been organizing to change.

Now that the call light repairs are scheduled for completion in June, members at SVSP know their voices have been heard.

"This means better safety for our patients," said Strauss. "It also means management can't look the other way when we work together as a union."

Resource Center

Monday-Friday
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Member action forces cancellation of 'motivational' program at BOE

Units 1 and 4 push back to achieve better workplace conditions

Thanks to the persistent efforts of organized members at the California Board of Equalization (BOE), employees no longer have to contend with an unnecessary and patronizing "motivational" program.

Called "The Four Disciplines of Execution", or 4DX for short, the program is the work of an outside consulting firm which used ineffective and sometimes insulting graphics and acronyms in a failed attempt to inspire workers to meet goals.

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"Our members achieved this victory by never stepping back even after being repeatedly told no."
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—Brenda Modkins
Chair, Bargaining Unit 1

Local 1000 members sought a more collaborative approach to motivate workers. Soon after 4DX was implemented in 2014, members of Bargaining Units 1 and 4 met with BOE's Labor Relations Office to point out the program's flaws. Their efforts continued for 18 months, and persistence paid

off when, in March, BOE management decided the program wasn't the right fit for its employees.

"Our members used the power of organizing to make positive changes in conditions at their workplace," said Tamekia N. Robinson, Local 1000 vice president for organizing/representation.

"Although the fight was a long one, our members achieved this victory by never stepping back even after being repeatedly told no," said Bargaining Unit 1 Chair Brenda Modkins. "It is that perseverance that will ensure success when we bargain a new contract next year."

