

Audio Script: Governance 100

Introduction to Governance - History

This is the actual audio that was recorded for Governance 100.
Use it for a reference or study guide.

Governance 100 - Introduction to Governance-the history of SEIU Local 1000.

Welcome to Governance 100

This course should take you about one hour to complete.

It is one of the required courses for the Certificate of Completion for the Governance track, and it is the prerequisite course for *all* other Governance courses.

Governance 100 will describe and explain the history and development of Local 1000 from the 1930's through the present.

The topics we will cover in the context of the history of the union are CSEA, The Dills Act, the SEIU Affiliation, Fair Share Fee Votes, the Caucus for a Democratic Union, and SEIU Local 1000 today.

SEIU History

Here is a timeline of the developments that created what exists today as SEIU Local 1000.

[CSEA]

SEIU Local 1000's history starts with the California State Employees Association - CSEA, founded in 1930.

The drive for political change was the foundation of CSEA.

CSEA established a state employee pension system and a merit system. This eliminated political patronage in hiring for state jobs.

CSEA was born out of the political struggles of the 1930's.

In 1931, California Public Employee Retirement System, or CalPERS, was created. CalPERS began collecting funds from employees to provide retirement income.

In 1934, the State Personnel Board, SPB, was constitutionally created to administer the civil service merit system and permanently end political patronage in most of state service.

From 1930 to 1978, over 40 years, CSEA was the only substantial representative organization for state employees.

[Dills Act - The Beginning]

In 1978, the State Employer-Employee Relations Act, known as SEERA, was passed. SEERA is now commonly known as the Dills Act - and it authorized Collective Bargaining for civil service employees.

The Public Employment Relations Board, or PERB, was given the authority to enforce the Dills Act along with other California public sector collective bargaining laws.

PERB was also given the authority to set up bargaining units for state employees. It established 20 bargaining units and decided which job classifications belonged in each unit. Today PERB still has authority over issues regarding the structure of the bargaining units.

The first state-wide election to decide who would represent each bargaining unit was held in 1979.

Nineteen elections were held simultaneously across the state - one in each of these bargaining units - with the exception of one.

There was no election held in the California Association of Highway Patrol - Unit 5 - because 97% of those employees were already members of the union.

In 1979 the unit members voted for CSEA to represent ten of these 19 bargaining units.

After state employees had elected their unions, the first state employee contracts were not bargained until 1982. The state attorney general at the time, George Deukmejian, filed suit claiming the Dills Act was unconstitutional. The act was ultimately upheld and the first contracts were agreed to in 1982.

The fact that Deukmejian became a two-term governor from 1983 -1991 followed then by 8 years of Governor Pete Wilson made labor relations difficult from the beginning.

[Impact on CSEA]

CSEA's membership was divided into four divisions:

- State supervisors,
- Retirees,
- Employees in the four bargaining units of the California State University system, and the
- Civil Service Division employees in the ten CSEA-represented bargaining units

[SEIU Connection]

Passage of the Dills Act also had consequences for CSEA's internal structure. The labor movement itself also proposed challenges to CSEA. Constant 'raiding' of its membership was being carried out by organizations within the AFL-CIO through decertification elections. The CSEA leadership recognized that the only way to avoid

this continuing raiding of members was to join one of the AFL-CIO member unions. So, the CSEA board of directors chose the Service Employees International Union, SEIU. That choice was then endorsed by votes of the CSEA general council delegates of both its California State University and its Civil Service Divisions.

Therefore, in 1984, CSEA formally affiliated with the Service Employees International Union - becoming CSEA, SEIU Local 1000.

[First Contract]

The first contract with the state under the Dills Act was in 1981. It included membership dues, Fair Share Fees for all units, health benefits and a 5% retirement contribution toward tier one employees. Fair Share Fees are fees that union non-members pay for services and benefits resulting from actions of the union.

[1985]

In 1985, then *Governor* Deukmejian thought that fair share fees were unconstitutional. He insisted that Units 1, 4, 11 and 20 hold votes to decide if Fair Share Fees would be mandatory for these units. He selected these four bargaining units because less than 50% of the employees in them were members.

He required these votes as a condition of the state agreeing to contracts with CSEA. At that time Units 1 and 4 made up about 82% of CSEA's represented employees. So, the stakes of this vote were extremely high for the Civil Service Division of CSEA.

CSEA mobilized its entire staff and member leadership. SEIU sent dozens of experienced organizers to assist. Through this joint effort CSEA won the Fair Share Fee vote in Units 4, 11, and 20. The Unit 1 members, however, voted to *stop* the Fair Share Fees for that unit.

Fair Share Fees were re-established in Unit 1 when an agreement was reached with Governor Davis in 1999. Between 2000 and 2007 Unit 1 held two more votes to attempt to cancel Fair Share Fees for their unit. Both votes failed.

[Caucus for Democratic Union]

Within the Civil Service Division of CSEA concern and frustration with CSEA leadership had grown for many years. Some member leaders saw reluctance by CSEA leaders to make ambitious proposals in bargaining. They also believed that CSEA was not taking aggressive actions in the workplace or progressive positions in the political arena.

By June of 1992 a reform movement had developed to address those shortcomings. This reform movement was an all-volunteer effort - people gave their time and their money with the goal of developing a member-led union that would work aggressively on behalf of California state employees to improve their working conditions.

In response, concerned stewards formed the Caucus for a Democratic Union in August of 1992. For its eighteen years of existence the CDU was an all-volunteer member organization and no union funds were used to support it. The CDU focused on leadership elections and legal defense.

In 1996 Civil Service Division delegates elected leaders from the reform movement to the CSEA board of directors as the Civil Service Division Director and Deputy Director.

The CDU represented a broad vision of change for the Civil Service Division. That vision encompassed

1. A democratic, member-led union structure
2. Direct action through grass roots, member to member organizing
3. Control of union staff and financial resources by elected member leaders
4. Full engagement with SEIU and the larger labor movement, and
5. The right to contract for services with CSEA and to arbitrate disputes

It took fifteen years and five separate elections for the Civil Service Division members and their elected leaders to gain control over their own finances. In the end, the strength of the reform movement was successful and SEIU Local 1000 is, today, a member-led employee representative union that controls its own governance structure and financial resources.

[Affiliation]

In 2004, officers of CSEA and the General Council delegates voted for all four CSEA divisions to become autonomous - the state supervisors, the retirees, the university system employees and the Civil Service Division. The Civil Service Division then affiliated with the Service Employees International Union to become SEIU Local 1000.

SEIU Local 1000 developed the purpose, structure, and means of making decisions and of being prepared to meet the legal and organizational responsibilities needed to represent 95,000 California state employees.

[2007]

In 2007 at the CSEA general council meeting the CSEA bylaws were changed to give the four affiliates more autonomy.

These changes also gave the members and elected leaders greater ability to determine the policies, programs and priorities of Local 1000.

[2008 - Real Time Strategic Change]

In December of 2008, a statewide planning meeting of all DLC Presidents, Chief Stewards and Secretary/Treasurers *plus* all Local 1000's staff was held. This meeting, called Real Time Strategic Change, or RTSC, marked a significant departure from previous planning practices for Local 1000. The event was truly devoted to strategic

change and planning. A wide variety of topics, all possible union priorities, were presented and discussed by the group. Everyone's comments on these topics were shared and then consolidated.

The comments were brought together under each of the topics and voted on to establish the union-wide priorities within each topic. The priorities were then consolidated into shorter statements about the topics and the entire group again voted to settle on goals within each topic.

One example was the topic of Steward Development - comments and suggestions ranged from increasing training of stewards to a weekly event to letting each DLC select the training for their own stewards. The comments were brought together to reflect all opinions and the result was a call for regular, consistent steward training. This process eventually resulted in one goal to assess skills and develop a plan to maximize skills of member leaders and staff.

The final result of the RTSC process is a multi-year plan that is current and relevant to all DLCs and all staff. It is qualitatively different from the previous bureaucratic planning processes. Members are now stakeholders and engaged in both the processes and the products of planning for Local 1000.

One concrete result of this process is that DLC budgets can now be planned to connect to all of the RTSC goals that are consistent across the union.

SEIU Local 1000 Video

The transformation of the California State Employees Association's Civil Service Division into a democratic member-led union, SEIU Local 1000, took fifteen years of very difficult and contentious change.

This change took place mainly through two arenas of activity: leadership elections and legal venues.

The video, titled, "The Genesis of SEIU Local 1000," is available on the Resource Tab at the bottom of this page.

This video of Local 1000's history contains informal comments on the change process by some of the people most involved in creating that change.

Please be sure you view it as part of your Governance certification.

Today

[CSEA has changed]

Today, after 15 years of intense struggle, CSEA has changed - CSEA and the four affiliates are non-profit mutual benefit corporations. Local 1000 now has direct control of its own dues, fees and PAC funds.

Here are the specific changes:

- Local 1000 members and elected leaders now determine the policies, programs and priorities of the union
- Elected leaders of CSEA's four affiliates have real, practical control of their dues and fees
- The Civil Service Division directly affiliated with SEIU Local 1000
- CSEA bylaws were amended to give affiliates more autonomy

[Four affiliates in civil service in California]

The four CSEA civil service affiliates, representing about 140,000 members in California, are:

- SEIU Local 1000, the civil service division
- CSUEU - California State University Employees Union - now SEIU Local 2579
- ACSS - the Association of California State Supervisors, and
- CSR - California State Retirees

There are 15 people on the current CSEA Board of Directors. They make fiscal and policy decisions for the services that CSEA provides for its four affiliates.

This board of directors includes three officers from each affiliate and three CSEA Statewide Officers.

[SEIU International]

SEIU International has over two million members, including more than 750,000 members, just in California.

There are SEIU local unions in 45 states and the District of Columbia, also in Puerto Rico and there are six locals in Canada.

SEIU International represents three different divisions of employees: healthcare - including nurses, LPNs, doctors, lab technicians, nursing home workers, and home care workers; property services - representing building cleaning and security industries; and public services - including local and state government workers, public school employees, bus drivers, and child care providers.

Our Local 1000 is part of public services and is the largest state employee local in SEIU.

[Local 1000 and SEIU]

As a partner in SEIU International, Local 1000 has a powerful voice in coordinated California political organizing work as well as lobbying congress and the executive branch of the federal government to advance the interests of our members and the middle class.

Since almost one of every three dollars in the California state budget comes from the federal government, this representation at the federal level is crucial.

[Delegates]

We participate in SEIU International by sending approximately 60 delegates to the SEIU convention. In order to be a delegate to SEIU International you must have been a member for two years, be elected by Local 1000 members at-large, and use your own vacation time to participate.

Local 1000 pays for travel and accommodations for SEIU delegates to attend meetings. Typically, in addition to the 60 delegates we also have a seat on the executive committee which is part of the board, plus another seat on the board. Our Local 1000 president and another senior staff member fill these seats.

The delegates to SEIU International vote on the following issues at the international level:

- Policy planning and development
- Budget planning
- Goals for the larger organization
- Setting out long-range plans
- SEIU International officers and
- SEIU issues and communication across California

SEIU Local 1000 Goals

In this fast changing world SEIU Local 1000 must be dynamic and act boldly to represent our members effectively.

Local 1000 believes that our guiding values are economic and social justice, a voice on the job and in society, secure jobs with the opportunity to advance, and dignity and respect for employees, both active and retired.

[Goals]

SEIU Local 1000 established its goals at the RTSC meetings to focus on:

Engaging Our Membership

Doing Real Representation

Being Relevant In All Areas of Our Members' Lives & Totally Relevant to the Public We Serve

Stepping Up Politically

Cultivating a Culture of Performance and Recognition

Providing Training for Everyone with Responsibilities including staff & member leaders.

Purpose Statement

Local 1000's purpose statement is contained in the Policy File:

"The purpose of Local 1000 is to build a strong member-led union by educating, organizing and mobilizing the membership in the workplace, political arena and the

union itself to improve the living standard and rights of members, their families, and other working people, and to achieve economic and social justice.”

Review Questions

Who wrote the legislation guaranteeing the right to Collective Bargaining?

- a. George K. Deukmejian
- b. *Ralph C. Dills*
- c. Jerry Brown

The answer is B - The 1978 legislation that guarantees collective bargaining in California is called the Ralph C. Dills Act, after its author.

The Dills Act established what public agency that has authority over enforcing the act?

- a. SPB
- b. DPA
- c. EEOC
- d. *PERB*

The answer is C - PERB, the Public Employee’s Relations Board, enforces the Dills Act.

Before joining SEIU, what organization represented state employees?

- a. SPB
- b. DPA
- c. *CSEA*
- d. CSU

The correct answer is C - California state employees were represented exclusively by the California State Employees Association (CSEA) from 1930 until CDU was created in 1985 and began organizing members.

End of Course

This completes Governance 100.

Your next step is to take and pass the Final Exam to complete this course.

Take the other required courses in the Governance track to receive your Certificate of Completion.