


SEIU Local
1
BOARD OF DIRECTORS





Leadership, Creativity, and Our Real Power!



Overview

- Creating a new Culture While Fighting Against the Status Quo
- Local 1000 Origins and Regaining Our Real Power
- A Decade of Slow Change Has Led Us Here
- Contract Negotiations Under New Leadership



Creating a New Culture While Fighting Against the Status Quo!

“I promised my mother I would always fight against injustice, insincerity, and broken promises and that I would help protect the innocent. I believe in my heart that our Union needs honesty and transparency, sincere integrity, and vision to ensure long-term visibility for our represented members. This is why I want to be the next Local 1000 President.” – 2018 Candidate Richard Louis Brown



Creating a New Culture While Fighting Against the Status Quo!

- Why is the Board of Directors and SEIU International trying to strip me of powers and get me out of office?



Creating a New Culture While Fighting Against the Status Quo!

- Why is the Board of Directors and SEIU International trying to strip me of powers and get me out of office?

MY PLEDGE AND TEN-POINT PLAN

Creating a New Culture While Fighting Against the Status Quo!

My Pledge

July 27, 2020

I, Richard Louis Brown, under a sound mind and body without any duress or outside political influence, am volunteering to be the next Local 1000 president. Local 1000 will hold its next regular election during the April 20 – May 21, 2021, time frame. After very thorough research I believe Local 1000 has never reasonably served its represented employees in good faith and honesty after 1984 when Local 1000 affiliated with the professional political labor corporation-union, Service Employees International Union (SEIU) based in Washington D.C.

This currently continued exclusive political affiliation/relationship with SEIU has severely Decimated, Destroyed, and Devastated the unity and morale for the overwhelming majority of Local 1000's represented employees because of SEIU's national and local political agendas and theology.

Therefore, I am making a clear and precise notarized statement and not just a compromising and ever evolving campaign promise concerning my honorable intentions for our Union's independent and successful long-term future. This independent and successful long term future is based on ENDING the divisive SEIU political spending by Local 1000 while being completely transparent in all of Local 1000's financial matters and voting elections/contracts ratifications!

First, I will, under no circumstances with no special exceptions, serve more than two terms as Local 1000 president.

I will also, under no circumstances with no special exceptions, accept the salary stipend as Local 1000 president. I will use every available means to quickly end the salary stipend for the 4 Statewide Officer positions within 30 days of being elected Local 1000 president.

Under my leadership, Local 1000, will no longer be financially involved in any issues that are not directly related to job representation and contract negotiations for all Local 1000 represented employees while giving everyone the same voting rights and job stewardship regardless of paying status.

Finally, as Local 1000 President, I will establish and effectively use a Local 1000 strike fund that is adequate enough to support lengthy contract negotiations if we should reach an impasse after bargaining in good faith for a harmonious relationship with the State of California for a new contract!!

As Local 1000 president, I will also NEVER agree to any type of side-letter agreement that reduces our pay for any length of time while under a signed contract!!

Thanks,

Richard Louis Brown

Richard Louis Brown
3225 43rd Street
Sacramento, CA 95817
408-207-2339

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

State of California, County of Sacramento
Subscribed and sworn to (and affirmed) before me on this 20th day of July, 2020, by Richard Louis Brown, who proved to me on the basis of satisfactory evidence to be the person whose name appeared before me.
Signature: *[Signature]*
NOTARY PUBLIC

ALYSSIA JORRIN
COMM. # 2228549
NOTARY PUBLIC-CALIFORNIA
YOLCO COUNTY
My Comm. Expires JAN 11, 2022

Volunteer and promise to represent employees

Independence from SEIU International

End political spending

No more than two term limits

No salary stipends

More of members' dues spent on job representation and negotiations

Build and use a Strike Fund, our only real source of power

No Side Letters that cut state employees' paychecks



Creating a New Culture While Fighting Against the Status Quo!

My 10-Point Plan-Part 1

- Create new financial spending (NO POLITICS & NON-GERMANE ACTIVITIES). This includes Local 1000 staff FINALLY getting guaranteed medical retirement benefits-end the hypocrisy!!
- Eliminate **SALARY STIPENDS & TIME REQUIREMENTS** for **ALL volunteer** elected positions!
- Create a two-term limit for **ALL volunteer** elected positions.
- Create a single Union membership class who **ALL** have the same voting rights and job stewardship regardless of paying status.
- Create transparent accountability by publishing **ALL** questions along with the answers on a new Union secured website available to ALL represented employees!

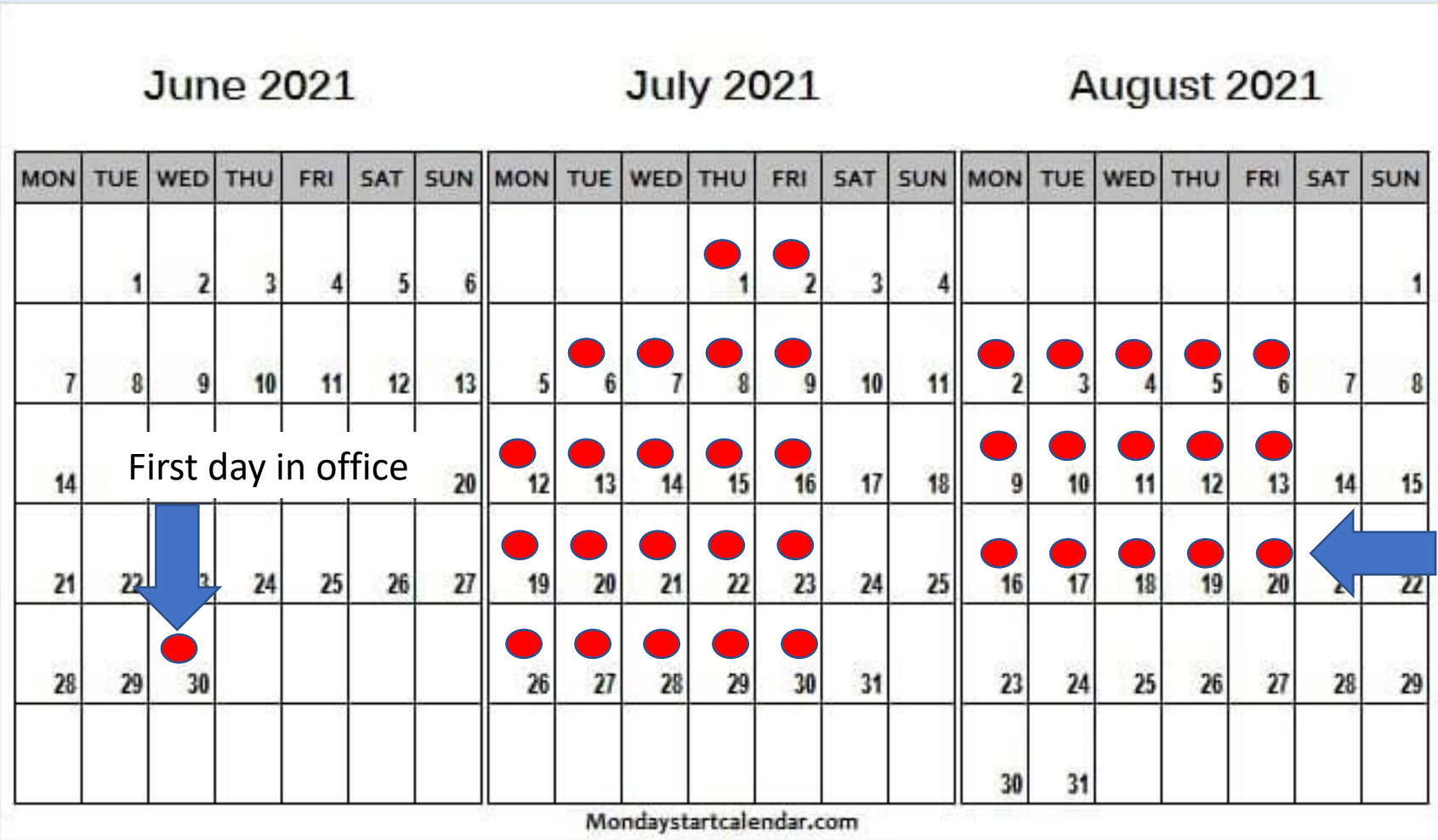


Creating a New Culture While Fighting Against the Status Quo!

My 10-Point Plan-Part 2

- Create guaranteed enforceable Union contracts by finally hiring a **TEAM** of college-educated experienced professional labor negotiators to aggressively fight for substantial compensation (21%) that includes GEO pay and COLA for **everyone**.
- Create trust and accountability through videotaping 1) the entire voting process (printing, mailing, opening and counting envelopes with their ballots) and 2) quarterly General Councils/BOD meetings.
- Eliminate the 3.5% **OPEB-CERBT** deduction from our paychecks!
- **Create and use a strike fund to support lengthy contract negotiations.**
- Create a new, independent Local 1000 identity.

Creating a New Culture While Fighting Against the Status Quo!



Only 37 workdays before Bill Hall petitioned me for an emergency board meeting.

What happened in such a short amount of time?



Creating a New Culture While Fighting Against the Status Quo!

What happened in 37 days?

- I began implementing my vision and plan.
- It doesn't match the vision from the last decade.
- Pivoted the Union towards more representation work and stopped all political and issues-based spending.
- Pushed back against Governor Newsom and the closure of the state prison in Lassen county.
- Began negotiations for a fair contract with UAW for Local 1000 staff.
- Began my push for a more transparent and accessible Union for all Local 1000 represented employees.



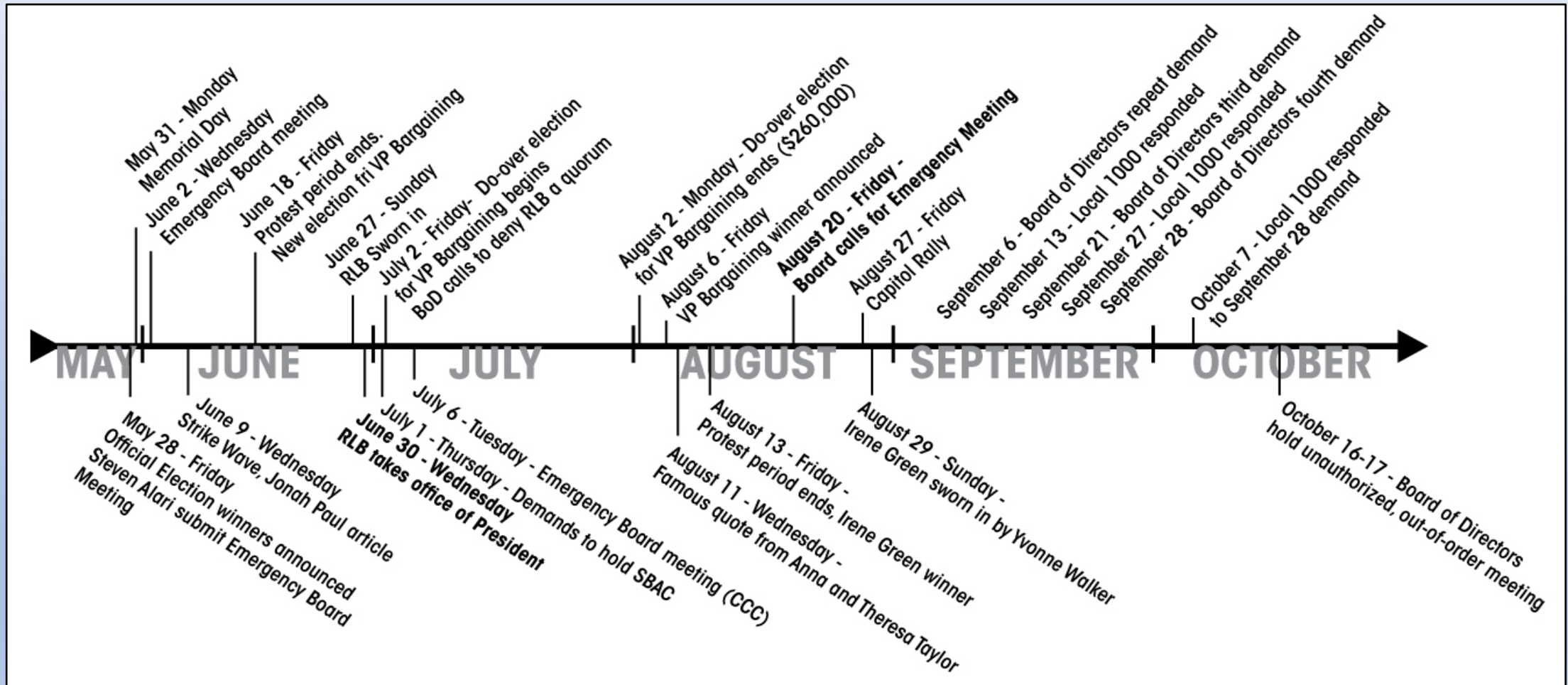
Creating a New Culture While Fighting Against the Status Quo!

What happened in 37 days?

- Before I even assumed the Office of the President, the Board and my opposition were already starting to work against me implementing my Vision and my 10-Point Plan.

Creating a New Culture While Fighting Against the Status Quo!

Detailed Timeline (May – October)



Creating a New Culture While Fighting Against the Status Quo!

Transparency: 7-Year Overview

SEIU Local 1000 Credit Card Use Summary

Year	Total Expenses	Number of Transactions
2015	\$975,576	4,078
2016	\$1,244,098	4,574
2017	\$1,020,073	4,431
2018	\$658,215	3,426
2019	\$840,174	3,754
2020	\$29,541	243
2021	\$36,319	769

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Largest Credit Purchases 2016

Name	Charge Date	Statement Description	Amount	Memo
Harris Travel	7/17/2016	DOUBLETREE HOTEL CLARE CLAREMONT; 07/16/2016 FOLIO: 00003702	\$15,854.50	Town Hall Banquet Charge
Harris Travel	7/13/2016	HILTON HOTELS OAKLAND; 07/12/2016 FOLIO: 00012459	\$11,065.56	Town Hall Banquet Charge
Travel	1/9/2016	COURTYARD LAX 6161 LOS ANGEL; 01/09/2016 FOR 02 NIGHTS FOLIO: 009079	\$10,000.00	CALL HOTEL - Secondary RTSC Hotel
Harris Travel	7/15/2016	HILTON HOTELS OAKLAND; 07/13/2016 FOLIO: 00012459	\$10,000.00	Town Hall Banquet Charge
Harris Travel	7/8/2016	AIRTEL PLAZA HOTEL LOD VAN NUYS; 07/08/2016 FOR 01 NIGHTS FOLIO: 5639055	\$7,313.98	Town Hall Banquet Charge
Harris Travel	7/13/2016	DOUBLETREE HOTEL CLARE CLAREMONT; 07/12/2016 FOLIO: 00003698	\$6,333.60	Town Hall Banquet Charge
Lomeli	11/15/16	BLIND CORNERS INC.	\$6,203.01	Window blinds
Travel	7/22/2016	HILTON GARDEN INN REDDING; 07/21/2016 FOLIO: 00003635	\$5,231.80	Town Hall Redding [Guest Rooms]

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Largest Purchases 2017

Name	Charge Date	Statement Description	Amount	Memo
Travel	6/10/17	HILTON HOTELS	\$14,209.61	MOU Training - Rooms/Banquet
Travel	8/25/17	FOUR POINTS HOTEL	\$10,578.13	RTW - should be refunded on next statement
Travel	2/28/17	LAKE NATOMA INN	\$6,511.52	Field Retreat - Various
Travel	4/12/17	ONTARIO AIRPORT HOTEL	\$6,025.26	Group Banquet - MOU Training
Travel	4/12/17	HANDLERY HOTEL & RESORTS	\$5,238.31	Various/Banquet - MOU Training
Travel	8/25/17	FOUR POINTS HOTEL	\$4,590.46	RTW - should be refunded on next statement
Travel	2/20/17	LAKE NATOMA INN	\$4,472.98	Field Retreat - Various
Hernandez	10/14/17	AT&T S026 6345	\$3,886.75	Political Phone - Restocking Minutes

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Largest Purchases 2018

Name	Charge Date	Statement Description	Amount	Memo
Walker	7/21/2018	DELTA AIR0062333498657 DELTA.COM; WALKER/YVONNE; 11/09/2018 LOS ANGELES TO KENNEDY - NY KENNEDY - NY TO TEL AVIV	\$5,720.52	CA Labor Fed Delegation- Israel
Virtual Travel	5/4/18	HOLIDAY INN EXPRESS & SU	\$4,580.43	Assisting San Diego office in absence of AC - A Skaggs
Walker	5/31/2018	DISNEY RESORTS-DRTS 714781466; 08/03/2018 FOR 01 NIGHTS FOLIO: 116161227147814669	\$4,528.82	Union Gift To VP Margarita Maldonado
Travel	1/17/18	EXPEDIA 7323214871167	\$4,008.80	JLMC/TF Training - T Hibbard, E Colon, M Blancarte, H Tuhin, R Cain, S Knapp, A Johnson, & M Thompson
Travel	1/17/18	EXPEDIA 7323255857987	\$4,008.80	JLMC/TF Training - A Hutson, E Washington, S Hinkle, J Scott, E Tolerton, M Kenney, A Tate, & J Monreal
Walker	8/13/2018	DELTA AIR0062336605617 DELTA.COM; WALKER/YVONNE; 08/20/2018 SACRAMENTO TO MINN ST PAUL MINN ST PAUL TO WASHINGTON	\$3,491.60	Refunded
Walker	2/16/2018	DELTA AIR0062192499466 HIBBING; WALKER/YVONNE; 03/06/2018 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO WASHINGTON	\$2,300.00	IEB Meeting- Cancelled use for future travel

Creating a New Culture While Fighting Against the Status Quo!

Did the Board of Directors approve this gift?

Is this a good use of members' dues?

Transparency: Unusual Purchases 2018

Name	Charge Date	Statement Description	Amount	Memo
Walker	5/31/2018	DISNEY RESORTS-DRTS 714781466; 08/03/2018 FOR 01 NIGHTS FOLIO: 116161227147814669	\$4,528.82	Union Gift To VP Margarita Maldonado
Walker	5/31/2018	DISNEY RESORTS-GRAN ANAHEIM	(\$1,723.41)	Refund
Walker	5/31/2018	DISNEY RESORTS-GRAN ANAHEIM; 08/03/2018 FOR 01 NIGHTS FOLIO: 4325001748027147814669	\$1,723.41	Union Gift To VP Margarita Maldonado - Refunded

Disney Resort Costs: \$4,528.82

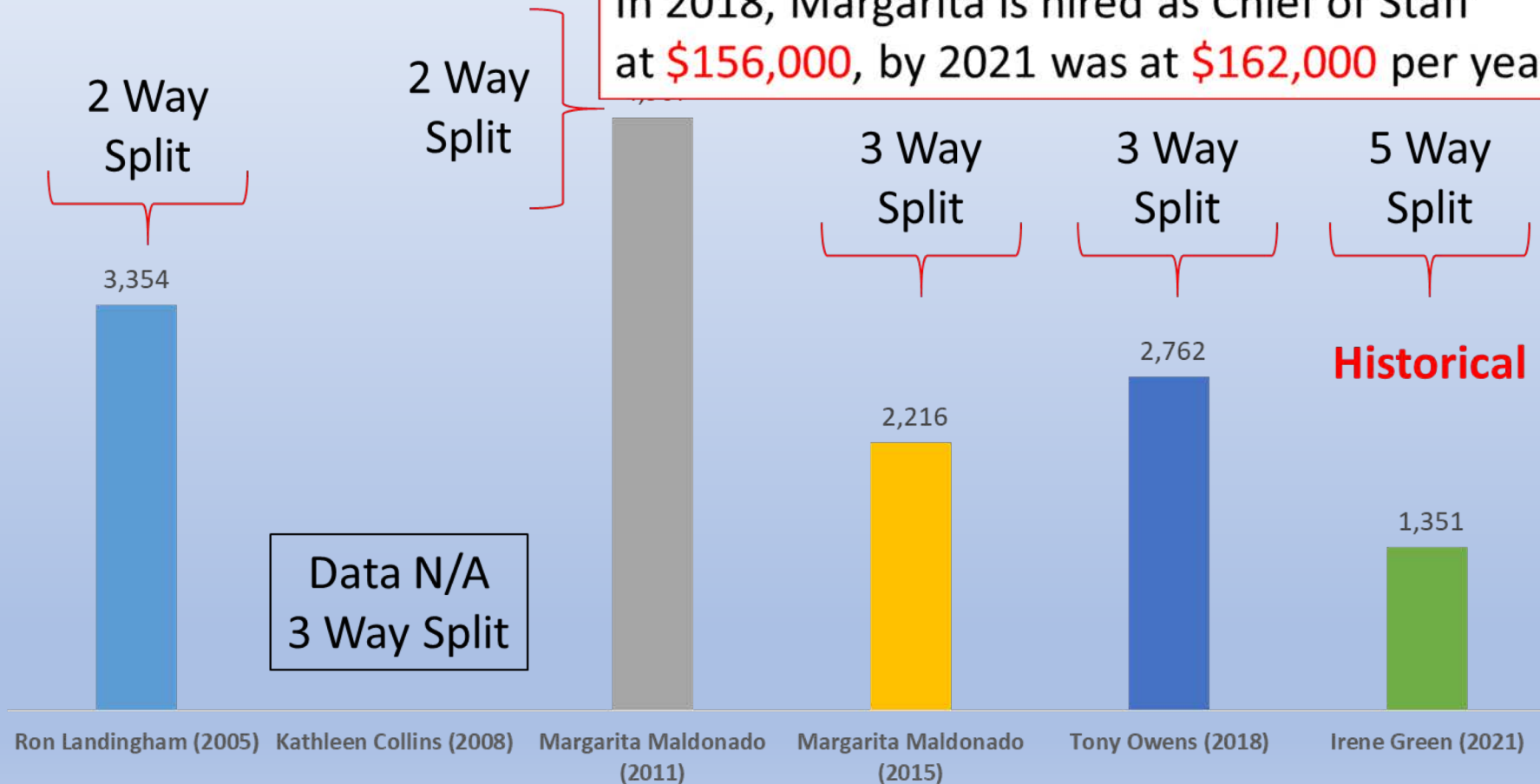
For the 1000s of our state workers who earn \$15/hour minimum wage, it would take over 300 hours of work to pay for this.

Creating a New Culture While Fighting Against the Status Quo!

Votes Cast for Winner of Vice-President for Bargaining

In 2018, Margarita is hired as Chief of Staff at \$156,000, by 2021 was at \$162,000 per year

Transparency:
I want to end
this cronyism



Creating a New Culture While Fighting Against the Status Quo!

Transparency: Unusual Purchases 2018

Airfare Gift Costs: \$523.96

For the 1000s of our state workers who earn \$15/hour minimum wage, it would take over 35 hours of work to pay for this.

Name	Charge Date	Statement Description	Amount	Memo
Walker	6/19/2018	SOUTHWES 5261458683048 800-435-9; WALKER/YVONNE; 06/23/2018 SACRAMENTO TO ONTARIO CAL ONTARIO CAL TO SACRAMENTO	\$523.96	VP Robinson Union Gift
Walker	7/30/2018	THE MERITAGE RESORT 707251190	\$77.99	Gift
Walker	7/28/2018	THE MERITAGE RESORT 707251190; 07/28/2018 FOR 01 NIGHTS FOLIO: au7072511900	\$1,725.07	Gift

Napa Resort Costs: \$1,803.06

For the 1000s of our state workers who earn \$15/hour minimum wage, it would take over 120 hours of work to pay for this.

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Unusual Purchases 2018

Name	Charge Date	Statement Description	Amount	Memo
Walker	11/5/2018	SOUTHWES 5262406044737 800-435-9; AUSTIN/TUMONA; 11/07/2018 SAN DIEGO TO BALTIMORE BALTIMORE TO SAN DIEGO	\$11.20	Cal Labor Fed / Isreal Delgation
Walker	11/10/2018	DAN PANORAMA TEL AVIV TEL AVIV	\$24.72	Cal Labor Fed / Isreal Delgation
Walker	11/9/2018	SHAKE SHACK T3 LAX LOS ANGEL	\$16.99	Cal Labor Fed / Isreal Delgation
Walker	7/21/2018	DELTA AIR0062333498657 DELTA.COM; WALKER/YVONNE; 11/09/2018 LOS ANGELES TO KENNEDY - NY KENNEDY - NY TO TEL AVIV	\$5,720.52	CA Labor Fed Delegation- Israel
Walker	7/22/2018	TRAVEL INSURANCE POLIC 800-729-6	\$429.04	CA Labor Fed
Walker	11/5/2018	SOUTHWES 5262405977133 800-435-9; WALKER/YVONNE; 11/09/2018 SACRAMENTO TO LOS ANGELES LOS ANGELES TO SACRAMENTO	\$493.96	Cal Labor Fed / Israel Delegation
Walker	11/9/2018	LYFT *RIDE FRI 4AM LYFT.COM	\$44.14	Cal Labor Fed / Israel Delegation
Walker	11/13/2018	FOREIGN TRANSACTION FEES - DAN PANORAMA TEL AVIV TEL AVIV	\$0.74	Cal Labor Fed / Israel Delegation
			\$6,741.31	

Israel Trip Costs: \$6,741.31

For the 1000s of our state workers who earn \$15/hour minimum wage, it would take over 449 hours of work to pay for this.

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Unusual Purchases 2018

Transactions				WALKER, YVONNE R		Credit Limit: \$20000	
Post Date	Trans Date	Ref #	Transaction Description	Amount	Notation		
07/20	07/18	5951	DELTA AIR0062333376703 DELTA.COM CA GORDON/SAMANTH 07/31/18 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE OHARE TO MINN ST PAUL MINN ST PAUL TO SACRAMENTO	\$1,229.60			
07/23	07/21	7570	CITYOFSAC_IPS_PKGMETER SACRAMENTO CA	\$12.00			
07/23	07/21	0627	DELTA AIR0062333498657 DELTA.COM CA WALKER/YVONNE 11/09/18 LOS ANGELES TO KENNEDY - NY KENNEDY - NY TO TEL AVIV TEL AVIV TO ROME ROME TO LOS ANGELES	\$5,720.52			
07/23	07/22	6913	TRAVEL INSURANCE POLIC 800-729-6021 VA	\$429.04			
07/23	07/19	6462	DELTA AIR0062198830467 HIBBING MN GORDON/SAMANTH 07/31/18 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE OHARE TO MINN ST PAUL MINN ST PAUL TO SACRAMENTO	\$888.60			
07/23	07/19	6470	DELTA AIR0062198830466 HIBBING MN ALDONADO/MARG 07/31/18 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE OHARE TO MINN ST PAUL MINN ST PAUL TO SACRAMENTO	\$888.60			
			LTON HOTEL CSTAMESA COSTA MESA CA	\$42.56			
			D*BALBOA BAR B QUE Newport Beach CA	\$147.84			
			*FT *RIDE MON 4PM LYFT.COM CA	\$13.17			
			*FT *RIDE TUE 5PM LYFT.COM CA	\$31.01			
			*FT *RIDE TUE 8PM LYFT.COM CA	\$29.43			
			HE MERITAGE RESORT 7072511900 CA	\$1,725.07			
			LTON HOTELS COSTA ME COSTA MESA CA	\$865.23			
			- ELK GROVE 76 ELK GROVE CA	\$70.80			
			MT*SAC CO AIRPORT PAR SACRAMENTO CA	\$72.00			
07/31	07/29	0157	PF CHANGS #9925 SACRAMENTO CA	\$90.40			
07/31	07/30	0016	THE MERITAGE RESORT 7072511900 CA	\$77.99			
08/01	07/30	8864	SOUTHWES 5261472955095 800-435-9792 TX LAWHEAD STEELE 08/04/18 SACRAMENTO TO LOS ANGELES LOS ANGELES TO SACRAMENTO	\$493.96			
08/01	07/30	8872	SOUTHWES 5261472954284 800-435-9792 TX WALKER/YVONNE 08/04/18 SACRAMENTO TO LOS ANGELES LOS ANGELES TO SACRAMENTO	\$493.96			
08/01	07/31	4535	NEW YORK TIMES DIGITAL 800-698-4637 NY	\$15.00			
08/06	08/04	2708	PMT*SAC CO AIRPORT PAR SACRAMENTO CA	\$18.00			

07/23 07/21 0627 DELTA AIR0062333498657 DELTA.COM CA
WALKER/YVONNE 11/09/18
LOS ANGELES TO KENNEDY - NY
KENNEDY - NY TO TEL AVIV
TEL AVIV TO ROME
ROME TO LOS ANGELES

\$5,720.52

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Largest Purchases 2019

Name	Charge Date	Statement Description	Amount	Memo
Virtual Town hall	3/8/19	COURTYARD BY MARRIOTT	\$7,202.01	Town Hall - Sherman Oaks
Virtual Town hall	3/25/19	EMBASSY SUITES SAN LUIS	\$6,423.60	Town Hall - San Luis Obispo
Virtual Travel	3/1/19	HANDLERY HOTEL SAN DIE	\$5,409.60	Town Hall - San Diego & El Centro/Imperial Rooms
Virtual Travel	5/24/19	HILTON HOTELS	\$5,000.00	CA Dem Party Conv - Deposit
Virtual Purchasing	4/18/19	CITYOFSAC_BIZTAXONLINE	\$4,121.08	Sacramento City Business Operations taxes for 4/01/19-3/31/20
Virtual Purchasing	7/11/19	AMZN Mktp US*MH85D9HC2	\$3,894.95	PO31624-Conference Web Camera for Field Offices
Virtual Purchasing	10/24/19	HARVARD BUS HBR.ORG	\$3,658.15	LDC 2019 book order
Virtual Townhall	3/1/19	RANCH EVENTS	\$3,636.56	Town Hall - Dinner - San Diego

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Art Purchases 2015-19 (Part 1)

Name	Charge Date	Statement Description	Amount	Memo
Harris	4/23/2015	AARON BROTHERS72 ELK GROVE	\$37.79	FF\$15 Framing for Tamekia Robinson
Harris	5/19/2015	AARON BROTHERS72 ELK GROVE	\$263.01	Artwork Framed for Pres. Walker
Harris	7/28/2015	AARON BROTHERS72 ELK GROVE;	\$63.71	
Harris	9/25/2015	AARON BROTHERS72 ELK GROVE;	\$660.36	Office Décor
Lomeli	10/8/16	AARON BROTHERS72	\$2,314.81	Custom frame posters for 1807 13th St
Lomeli	10/8/16	AARON BROTHERS72	\$2,314.81	Custom frame posters for 1807 13th St
Lomeli	10/11/16	AARON BROTHERS72	(\$2,314.81)	Custom frame posters for new facility-credit
Lomeli	10/14/16	AARON BROTHERS72	\$4,252.40	Custom frame posters for 1807 13th St
	1/14/17	AARON BROTHERS72	\$574.05	Framing for Officers
	2/4/17	AARON BROTHERS72	\$1,071.67	Framing
	3/19/17	AARON BROTHERS72	\$865.99	Framing for executive office
	4/1/17	AARON BROTHERS72	\$560.84	framing for officers
	4/20/17	AARON BROTHERS80	\$2,657.41	framing for officers
	5/21/17	AARON BROTHERS72	\$1,383.34	Custom Framing for Officers

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Art Purchases 2015-19 (Part 2)

Name	Charge Date	Statement Description	Amount	Memo
	5/26/17	AARON BROTHERS80	\$470.13	Custom Framing for Officers
	5/27/17	AARON BROTHERS80	\$1,896.42	Custom Framing for Officers
	6/19/17	AARON BROTHERS72	\$947.12	Executive Office Framing
	7/8/17	AARON BROTHERS80	\$2,561.22	Custom Framing for Officers
	7/10/17	AARON BROTHERS72	\$703.35	Custom Framing for Officers
	8/4/17	AARON BROTHERS80	\$436.66	Custom Framing for Officers
	9/3/17	AARON BROTHERS72	\$279.29	Framing
Purchasing	11/1/17	SQ *R&M FRAMING	\$430.86	Custom framing for Margarita Maldonado
Purchasing				
Virtua				
Purchasing				
Purchasing			\$324.28	Gordon Framing of Poster #ichoose contest
Purchasing	6/26/18	SQ *MICRO GALLERY	\$258.88	May Day Framing - For Gordon
Lomeli	8/3/18	SQ *MICRO GALLERY	\$340.72	Framing from YW-per Brandi's request
Walls	9/26/18	DONNELLYCOLT.COM	\$55.50	Wall art for office
Lomeli	1/17/19	R & M FRAMING	\$251.19	Framing for President Walker
			\$24,139.42	

**Art Framing and
Costs: \$24,139.42**

For the 1000s of our state workers who earn \$15/hour minimum wage, it would take over 1,609 hours of work to pay for this.

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Largest Purchases 2020

Name	Charge Date	Statement Description	Amount	Memo
Walker	3/9/20	DELTA AIR0062422274442 DELTA.COM; WALKER/YVONNE; 04/21/2020 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE	\$ 1,652.40	
Walker	3/9/20	DELTA AIR0062422294625 DELTA.COM; LOPES/BRANDI M; 04/21/2020 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE	\$ 1,352.40	
Walker	1/30/20	SAN DIEGO MISSION BAY SAN DIEGO; FOR 04 NIGHTS FOLIO: 005582	\$ 897.08	IEB Meeting
Walker	1/30/20	HERTZ RENT-A-CAR SAN DIEGO; WALKER /YVONNE; FOR 01 DAYS RENTL: 382167100	\$ 679.58	IEB Meeting
Walker	2/21/20	SOUTHWES 5262174653786 800-435-9; WALKER/YVONNE; 03/17/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	Refunded in Line 15
Walker	2/21/20	SOUTHWES 5262174653039 800-435-9; LOPES/BRANDI M; 03/17/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	Refunded in Line 7
Walker	3/10/20	SOUTHWES 5262180775275 800-435-9; WALKER/YVONNE; 03/24/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	
Walker	3/10/20	SOUTHWES 5262180828573 800-435-9; LOPES/BRANDI M; 03/24/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Largest Purchases 2021

Name	Charge Date	Statement Description	Amount	Memo
Brown	7/5/21	IN *DBM Professional Services Not Elsewhere CI	\$ 3,000.00	
Walker	3/9/20	DELTA AIR0062422274442 DELTA.COM; WALKER/YVONNE; 04/21/2020 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE	\$ 1,652.40	
Walker	3/9/20	DELTA AIR0062422294625 DELTA.COM; LOPES/BRANDI M; 04/21/2020 SACRAMENTO TO SALT LAKE CI SALT LAKE CI TO OHARE	\$ 1,352.40	
Walker	1/30/20	SAN DIEGO MISSION BAY SAN DIEGO; FOR 04 NIGHTS FOLIO: 005582	\$ 897.08	IEB Meeting
Walker	1/30/20	HERTZ RENT-A-CAR SAN DIEGO; WALKER /YVONNE; FOR 01 DAYS RENTL: 382167100	\$ 679.58	IEB Meeting
Walker	2/21/20	SOUTHWES 5262174653786 800-435-9; WALKER/YVONNE; 03/17/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	
Walker	2/21/20	SOUTHWES 5262174653039 800-435-9; LOPES/BRANDI M; 03/17/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	
Walker	3/10/20	SOUTHWES 5262180775275 800-435-9; WALKER/YVONNE; 03/24/2020 SACRAMENTO TO BURBANK BURBANK TO SACRAMENTO	\$ 557.96	

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Unusual Purchases

Name	Charge Date	Statement Description	Amount	Memo
Brown	7/5/21	IN *DBM Professional Services Not Elsewhere Cl	\$ 3,000.00	
Brown	9/28/21	BOULEVARD FRENCH CLEANERS Dry Cleaners	\$ 73.00	
Brown	10/30/21	BOULEVARD FRENCH CLEANERS Dry Cleaners	\$ 52.00	
Brown	8/5/21	BOULEVARD FRENCH CLEANERS Dry Cleaners	\$ 44.90	
Brown	7/9/21	BOULEVARD FRENCH CLEANERS Dry Cleaners	\$ 26.25	

I am not excluded from transparency

Creating a New Culture While Fighting Against the Status Quo!

Transparency: Unusual Purchases

- Payment for private investigation services related to checking for listening devices.

Payment receipt [Manage payment](#)


✓ You paid \$3,000.00
to DBM on July 5, 2021

Payment details

Invoice no.	1176
Invoice amount	\$3,000.00
Total amount	\$3,000.00

Payment method	Visa ****8888
Authorization ID	MS0021954854

Thank you,



DBM
949-381-7188

Creating a New Culture While Fighting Against the Status Quo!

Transparency: A Different Kind of Laundry

Governor Newsom: “And so I want to apologize to you, because I need to preach and practice, not just preach”
(Nov. 17, 2020)



Creating a New Culture While Fighting Against the Status Quo!

Transparency: The Subjectivity of Professionalism

San Francisco Mayor London Breed: “It’s time the reign of criminals who are destroying our city come to an end. And it comes to an end when we take the steps to more aggressive with law enforcement: more aggressive with the changes in our policies and less tolerant of all the **bulls--t** that has destroyed our city” (Dec. 15, 2021)



Local 1000 Origins and Regaining our Real Power

Sept. 30, 1977

- Governor Brown signs the State Employer-Employee Relations Act (SEERA):
- It gives state employees the right to unionize.
- Establishes **exclusive representation** for the state bargaining units.



Local 1000 Origins and Regaining our Real Power

July 1978

- SEERA was re-named the Ralph C. Dills Act, who sponsored the bill.
- The 1976 Educational Employment Relations Board was transformed into the Public Employee Relations Board (PERB) with expanded jurisdiction to cover state employees.



PERB
California Public Employment
Relations Board

Local 1000 Origins and Regaining Our Real Power

1979

- The Higher Education Employer-Employee Relations Act (HEERA) for CSU and UC employees is signed into law by Governor Brown.
- CSEA is in the process of implementing collective bargaining under the Dills Act (civil service) and HEERA (CSU and UC).
- PERB establishes 20 civil service state bargaining units.



Local 1000 Origins and Regaining Our Real Power

1981

- The California State Employees Association (CSEA) won 10 of the 19 unit elections in which it competed to become the exclusive representative for negotiations and representation under the Dills Act.



Local 1000 Origins and Regaining Our Real Power

1982

- CSEA successfully negotiated two-year collective bargaining agreements for 10 civil service bargaining units covering 79,000 workers.
- CSEA also secures three-year contracts for two CSU bargaining units covering 9,000 workers. By December, CSEA becomes the exclusive representative of another CSU bargaining unit – adding 3,000 represented employees.



Local 1000 Origins and Regaining Our Real Power

1982

- After two months of negotiations, Governor Brown and CSEA agree to a fair share fee agreement.
- CSEA agreed to reclassify 2,500 jobs as supervisory removing those employees from the rank-and-file and collective bargaining process.
- Per the agreement, in 1984 the units held a vote to instate fair share fees – all units approve them except Unit 1.

Under this new arrangement, employees still have the right to not join CSEA. But if they don't, they must pay us a fee for the representation we must provide them in the way of negotiating their employment contracts and handling their grievances.

You characterized this agreement as Brown's "gift" to CSEA. In truth, it was the result of two months of hard negotiations in which CSEA agreed to reclassify about 2,500 jobs as supervisory and thus exclude those employees from the collective bargaining process you abhor.

KEITH HEARN,
Communications Director,
CSEA.

Local 1000 Origins and Regaining Our Real Power

August 24, 1984

- In 1984, scientists in Unit 10 successfully decertify from CSEA and are represented by CAPS. July 18, 1987, Unit 12 becomes the 3rd CSEA BU to gain its own independence, with Unit 18 California Association of Psychiatric Technicians (CAPTS) being the second BU to vote to leave CSEA.
- The lead issue for the vote was failure of representation.
- Up to that point, the only other attempt where one union raided another union's unit was in 1978 by CSEA to raid the California Union of Safety Employees – which failed.

Scientists break away from CSEA

New professional association to tackle labor negotiations

By Tim Decker
San Capital Times

Scientists who work for the state have voted to break away from the California State Employees Association and form their own organization to represent them in labor negotiations.

The State Public Employment Relations Board reported Thursday that 1,014 of the Unit 10 eligible employees in CSEA's bargaining unit No. 10 voted to leave the union they preferred to remain with CSEA, be represented by the California Association of Professional Scientists or have no union representation at all.

The board said all 1,014 votes were cast for the new union, 388 for CSEA and 14 for no union. Nine ballots were challenged, but a spokesman for the new union said those challenges will not be pursued since only a simple majority of those casting ballots was needed to win the election.

The election was sought by the new union and marked the first time another union has attempted to "raid" the membership of CSEA, which represents 15,000 state workers and is, far and away, the largest union of state workers.

The only other election involving an attempt by one union to take away membership from another union where the state's collective bargaining law was also cited in 1978 was an unsuccessful attempt by CSEA to raid the California Union of Safety Employees.

Thomas H. Mayhew, president of the new union, said in an interview that the vote was "a clear indication of how scientists feel about themselves and about labor unions. We feel scientists can take care of our own matters, not the AFL-CIO."

CSEA earlier this year affiliated with the AFL-CIO.

Mayhew said CSEA has "failed to provide the representation they promised" the scientists. He claimed CSEA is concerned "mainly" about clerical workers, who make up a majority of CSEA membership.

Mayhew noted that CSEA got clerical workers' salary increases of 1.8 percent this year, compared with 5 percent for scientists.

Mayhew said state scientists last year unsuccessfully sought to end a

requirement that non-CSEA scientists pay a "fair-share fee" to CSEA. That failure "probably made them feel they had to do it themselves."

The scientists' unit is required under its current labor contract to hold another election May 1, to give unit members another opportunity to end the "fair-share fee."

Mayhew said there is a chance that when the scientists seek their own contract with the state they may seek a continuation of the "fair-share fee."

Mayhew said, he said, did not necessarily oppose the idea of a fee, but simply opposed not having an opportunity to vote on it.

In a prepared statement, CSEA spokesman Keith Davis said, "The

scientists took that voting as an opportunity to reject the idea of a fee — instead of a variety of occupational groups — will produce better contracts. But this doesn't mean the end of the union. After all, that's why individual employees have collectively bargained with unions in the first place."

Mayhew said there is "real work" to be done under the current contract with the state arranged by CSEA in negotiations that ended last month.

Meanwhile, he said, the new union will "reimburse" the going union for negotiations on a 1985-86 contract. The current contract will expire June 30, 1985.

"We can live with it," Mayhew said of the current contract.

50% OFF *Martins* **MICROWAVE OUTLETS** **50% OFF**

REDUCED

ALL CEILING FANS REDUCED TO AS MUCH AS 50% OFF

LIMITED TO STOCK ON HAND

LIGHT

OPEN
MON 10-7
SAT 10-6
SUN 12-5





Local 1000 Origins and Regaining Our Real Power

Right to Strike

- Although the Dills Act does not contain a right to strike, PERB has found protections under the National Labor Relations Act (NLRA) for state workers to organize a lawful strike.
- A strike is a work stoppage caused by employees' refusal to work, typically to protest the employer's offers during collective bargaining.
- Not all strikes are legal, and instead, we must look to numerous PERB decisions to find the source of our rights and the protection to strike.



Local 1000 Origins and Regaining Our Real Power

Right to Strike

- Whether a strike is lawful depends on the purpose of the strike, the timing, the nature of the workforce, and the conduct of the strikers.
- Workers who are deemed “essential” may have limitations on their right to strike.
- Strikes in collective bargaining may be used when impasse has been declared and all legal impasse procedures have been exhausted.



Local 1000 Origins and Regaining Our Real Power

Why do unions go on strike?

- A strike is typically reserved as a threat of last resort after negotiations between the company and the union reach impasse, which may occur just before or immediately after the contract expires.
- Whether a strike is lawful depends on the purpose of the strike, the timing, the nature of the workforce, and the conduct of the strikers.



Local 1000 Origins and Regaining Our Real Power

Origins of the No-Strike Pledge

- In 1941, immediately after the attack on Pearl Harbor, President Franklin D. Roosevelt, asked unions to take a No-Strike Pledge in the name of patriotism and winning the war.
- The Pledge was needed if the United States was to function as a total-war economy.
- As vital as strikes were to the power of unions, taking the No-Strike Pledge contained some elements of a quid-pro quo understanding between labor and the government.
- It was paired with commitment of No-Lockout of employees and the creation of a federal labor board to resolve disputes.



Local 1000 Origins and Regaining Our Real Power

No-Strike Pledge Becomes No-Strike Clause

- A successful wave of strikes followed immediately after the end of World War II and the expiration of the No-Strike Pledge.
- Though successful, these strikes had very significant repercussions for future labor relations in the United States.
- Passage of the anti-union Taft-Hartley Act in 1947 severely limited the power of union strike activity and also provided states the option to pass so-called “right-to-work” laws. Such laws ban maintenance of membership laws and were meant to starve unions of resources.
- One repercussion was the institutionalization of no strike/no lockout clauses in union contracts.



Local 1000 Origins and Regaining Our Real Power

Overview of Famous Strikes

- **1909** - the “Uprising of the 20,000” in New York City’s garment industry.
- **1912** - the “Bread and Roses Strike” in Lawrence, Massachusetts, the textile mill center.
- **1937** - Michigan’s auto industry accomplished a major victory for unionization of an entire industry.
- **1945-46** - the post-war strike wave by 5 million American workers brings significant gains following the end of the wartime “no-strike pledge.”

Local 1000 Origins and Regaining Our Real Power

Overview of Famous Strikes

- **1968** - the Memphis Sanitation Workers Strike combines the power 1,300 African-American workers and powerful allies such as Martin Luther King to get respect, union recognition and better pay and working conditions from a public employer in a right-to-work state.
- **1990s** – Casino workers in Las Vegas stood in solidarity and achieve a key victory in the longest strike in US history.
- **2021** – In “Striketober”, thousands of workers – from nurses to factory workers—took advantage of a booming economy to strike for better pay, benefits, staffing ratios and against a two-tiered pension system.





Local 1000 Origins and Regaining Our Real Power

Famous Strikes: “Uprising of the 20,000” (1909)

- In 1909, more than 20,000 Yiddish-speaking immigrants, mostly young women in their teens and early twenties, launched an eleven-week general strike in New York’s shirtwaist industry.
- Dubbed the Uprising of the 20,000, it was the largest strike by women to date in American history.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: “Uprising of the 20,000” (continued)

- The young strikers’ courage, tenacity, and solidarity forced the predominantly male leadership in the “needle trades” and the American Federation of Labor to revise their entrenched prejudices against organizing women.
- The strikers won only a portion of their demands, but the uprising sparked five years of revolt that transformed the garment industry into one of the best-organized trades in the United States.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: “Bread and Roses” (1912)

- In 1912 Bread and Roses strike begun by immigrant women in Lawrence, Massachusetts, ended with 23,000 men, women and children on strike and with as many as 20,000 on the picket line.
- The strike broke new ground in several ways.
- More than half of the workers in the Lawrence textile mills were women and children, and women played a major role in the strike.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: “Sit Down Strike” (1937)

- In 1937 Auto Workers win sit-down strike against General Motors in Flint, Michigan.
- Once called "the strike heard round the world," the first major labor dispute in the U.S. auto industry ended after General Motors signed a contract with the United Auto Workers Union on February 11, 1937.
- Before the strike, pay was significantly lower than what the U.S. government determined was the minimum on which a family of four could live.
- Working conditions were often difficult and unionizing efforts were resisted by companies.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: “Sit Down Strike” (1937)

- In July of 1936 there were hundreds of deaths in auto plants in Michigan that were thought to be a result of a heat wave combined with difficult working conditions
- On November 12, 1936, General Motors workers started their sit down strike, which at the time was legal.
- By remaining inside the plants strikers were protected from both violence and weather as well as from the threat of being replaced with other workers unwilling to go along with the strike.

Local 1000 Origins and Regaining Our Real Power

Famous Strikes: “Sit Down Strike” (1937)

- After 44 days of striking, GM President Alfred P. Sloan announced a \$25 million wage increase to workers and recognition of the union.
- This was a major victory for unionization in America's history and its consequences were dramatic; within two weeks, 87 sit down strikes started in Detroit alone.





Local 1000 Origins and Regaining Our Real Power

Famous Strikes: National Strike Wave of 1946

- In 1946 Largest strike wave in U.S. history.
- In the weeks and months after the end of WWII, Americans working in industries across the country began to walk off the job in protest of poor wages and unsafe working conditions.
- After upholding a no-strike pledge during the war, many workers expected a return to regular hours, pay, and benefits that existed before the start of the war
- Industries - including petroleum, coal mining, automobiles, and public utilities - failed to return working conditions to the expected status quo, in spite of rising profits.

Local 1000 Origins and Regaining Our Real Power

Famous Strikes: National Strike Wave of 1945-1946

- With the end of the wartime no-strike pledge, workers expressed their frustration through a series of strikes that came to involve over 5 million Americans from the end of 1945 and into 1946.

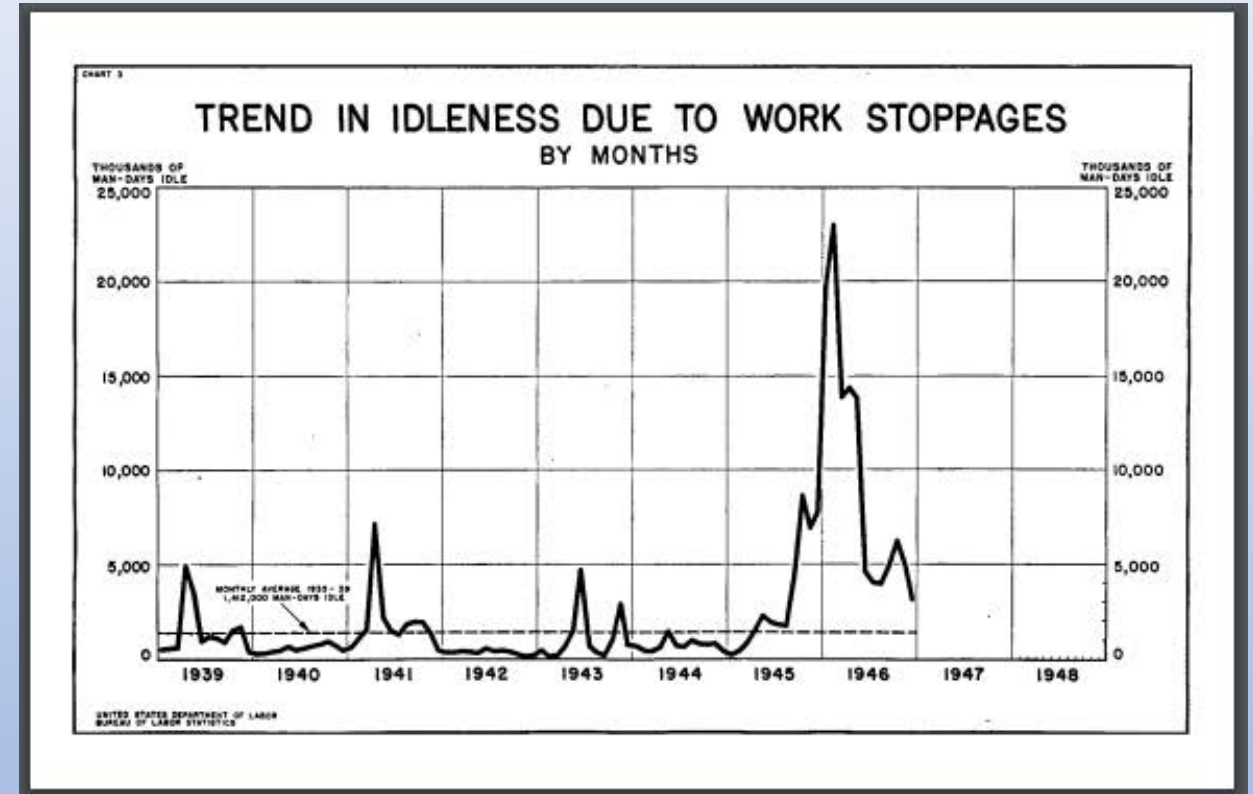


Table from 1947 BLS report on “Man-Days” lost due to strikes



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: National Strike Wave of 1945-1946

- Was the wave of strikes in immediately following World War II effective?
- Perhaps, too much so, judging from the backlash from the US Congress.
- As workers in several industries did win gains as a result of going on strike, the strike wave turned political and public opinion against labor unions.
- Culminating in the passage of the Taft-Hartley Act in 1947 - vetoed by President Truman, but overridden by Congress - the power of labor unions was permanently limited and the act opened the door to restrictive “right to work” laws.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: Memphis Sanitation Workers (1968)

- Sanitation workers, led by garbage-collector-turned-union-organizer T. O. Jones, and supported by the president of the American Federation of State, County, and Municipal Employees (AFSCME), Jerry Wurf, demanded recognition of their union, better safety standards, and a decent wage.
- Martin Luther King, Jr. agreed to come to Memphis and lead a nonviolent demonstration in support of the sanitation workers.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: Memphis Sanitation Workers (1968)

- On February 1, 1968, two Memphis garbage collectors, Echol Cole and Robert Walker, were crushed to death by a malfunctioning truck.
- Eleven days later, frustrated by the city's response to the latest event in a long pattern of neglect and abuse of its Black employees, 1,300 Black men from the Memphis Department of Public Works went on strike.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: Memphis Sanitation Workers (1968)

- In 1968 Dr. Martin Luther King Jr. assassinated in Memphis, Tennessee, during sanitation workers' strike.
- The night before his assassination in April 1968, King told a group of striking sanitation workers in Memphis, Tennessee: “We’ve got to give ourselves to this struggle until the end. Nothing would be more tragic than to stop at this point in Memphis. We’ve got to see it through”

Local 1000 Origins and Regaining Our Real Power

Famous Strikes: Memphis Sanitation Workers (1968)

- On March 29 over five thousand demonstrators, carrying signs which read "I Am A Man," participated in King's march.
- On April 3, 1968, nearly two months after the initial start of the strike, King returned to Memphis and delivered what would be his last public speech.





Local 1000 Origins and Regaining Our Real Power

Famous Strikes: Memphis Sanitation Workers (1968)

- On April 8th, an estimated 42,000 people led by Coretta Scott King, SCLC, and union leaders silently marched through Memphis in honor of King, demanding that the mayor give in to the union's requests.
- Negotiators finally reached a deal on 16 April, allowing the City Council to recognize the union and guaranteeing a better wage.
- Although the deal brought the strike to an end, several months later the union had to threaten another strike to press the city to follow through with its commitment.



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: Culinary Workers vs. Frontier (1990s)

- In 1998 the longest successful strike in the history of the United States, the Frontier Strike, ends after 6 years, 4 months and 10 days.
- Over 550 workers maintained a 24/7 picket line and not one striker ever crossed the line.
- At the end of the strike, all the strikers were able to return back to work.
- The Culinary Union was able to negotiate that original workers were brought back to their jobs and workers were provided back pay and benefits



Local 1000 Origins and Regaining Our Real Power

Famous Strikes: The “Striketober” Wave (2021)

- From nurses to factory workers, thousands of Americans have been on strike at the same time as a nationwide labor shortage is giving workers more bargaining power.
- More than 10,000 John Deere workers walked off the job in October, demanding higher pay and better benefits at a time when their employer is enjoying record profits.
- About 2,000 Catholic Health hospital workers were on strike over staffing and wages.
- And 1,400 Kellogg’s workers struck to push back against a two-tiered pension system.

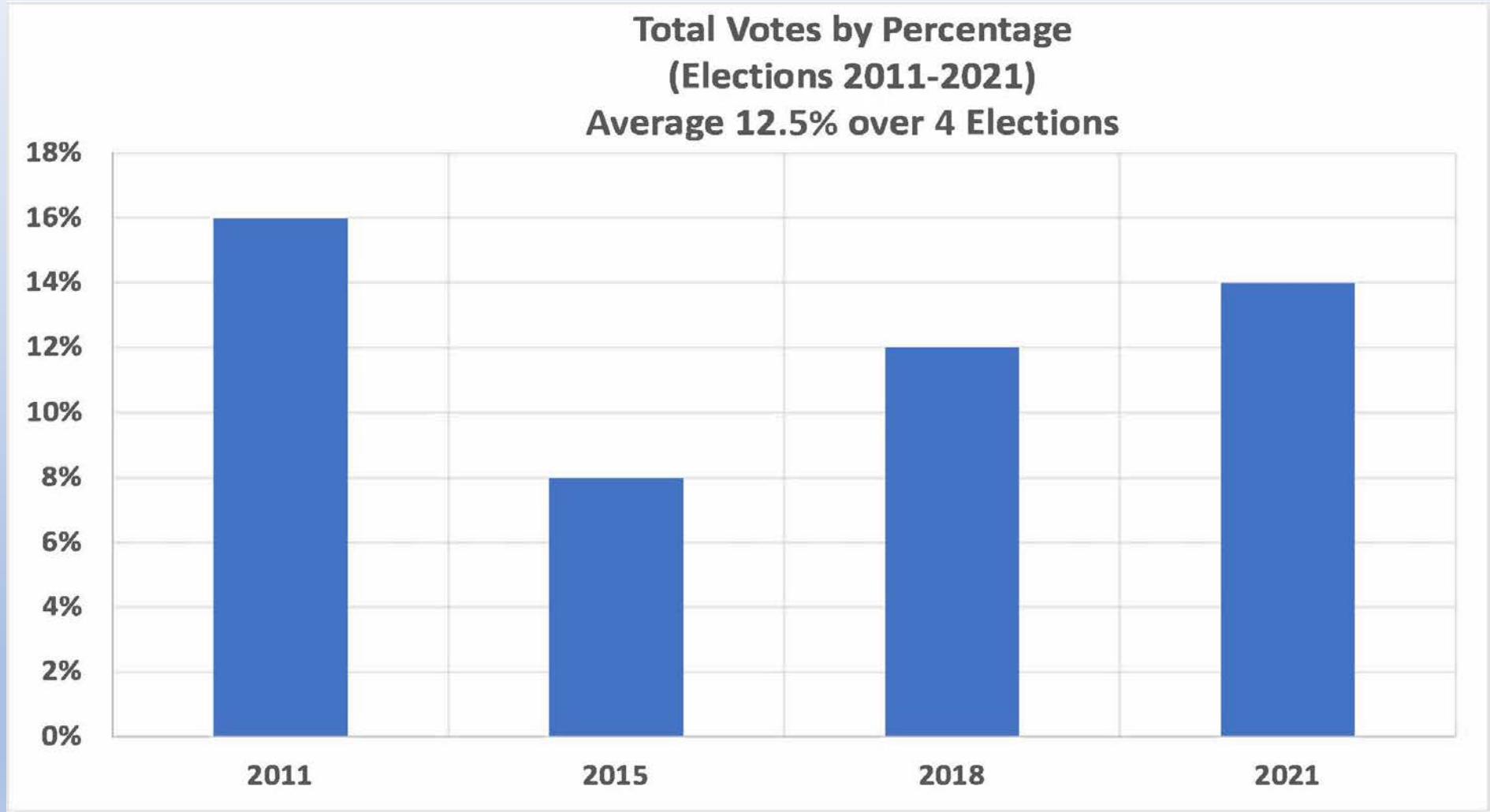


A Decade of Slow Change Has Led Us Here!

- Over the last decade, Local 1000 leadership in the statewide offices and many Board members have not changed.
- Any change that member-voters have asked for has been blocked, limited or outright ignored.
- Who does the Board represent? Are they the Voice of Local 1000 represented employees?
- In this decade, we have lost power, membership and money – what is the Board trying to preserve?

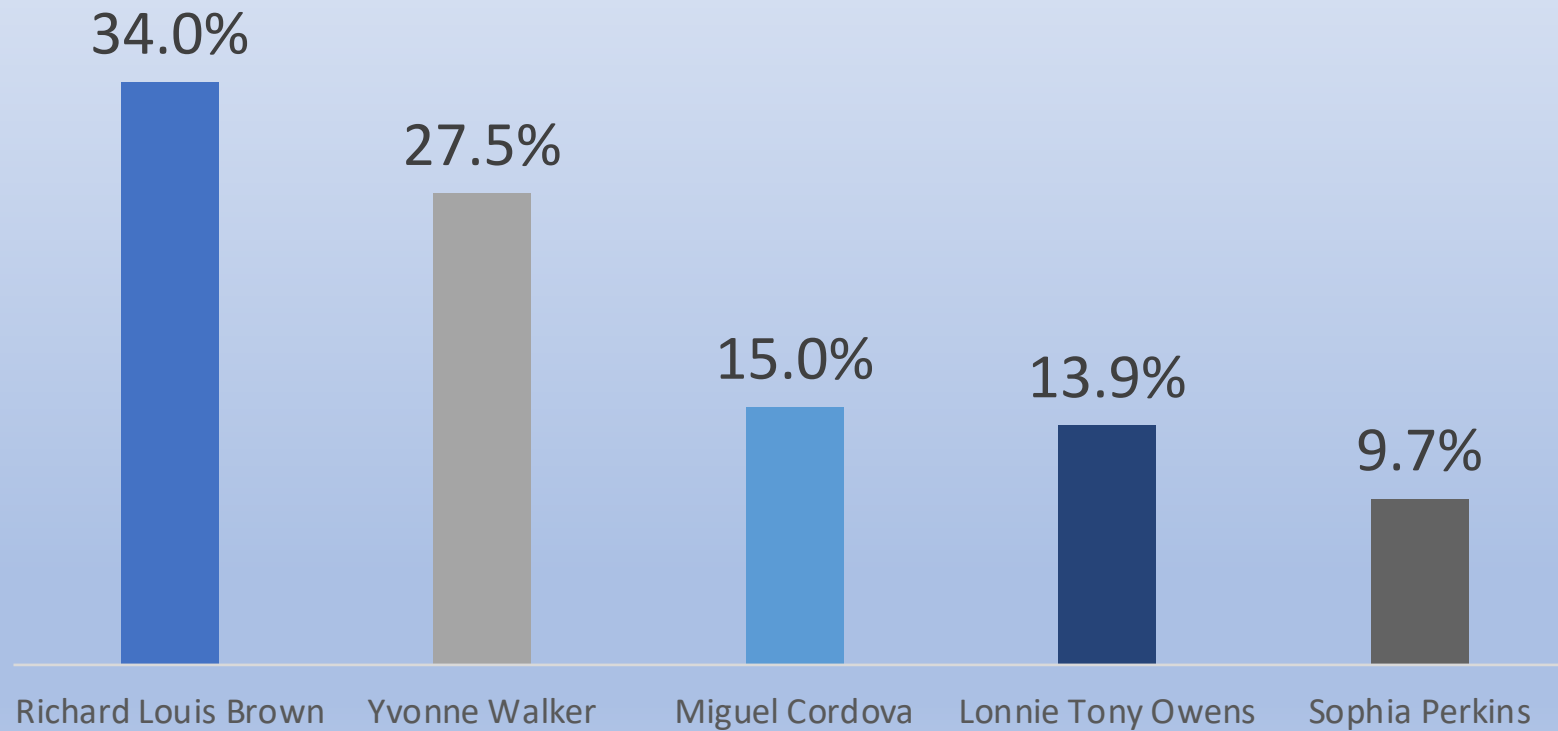
A Decade of Slow Change Has Led Us Here!

The 2021 Election was one of the most engaging in 10 years, but the Board is determined to not make it count?



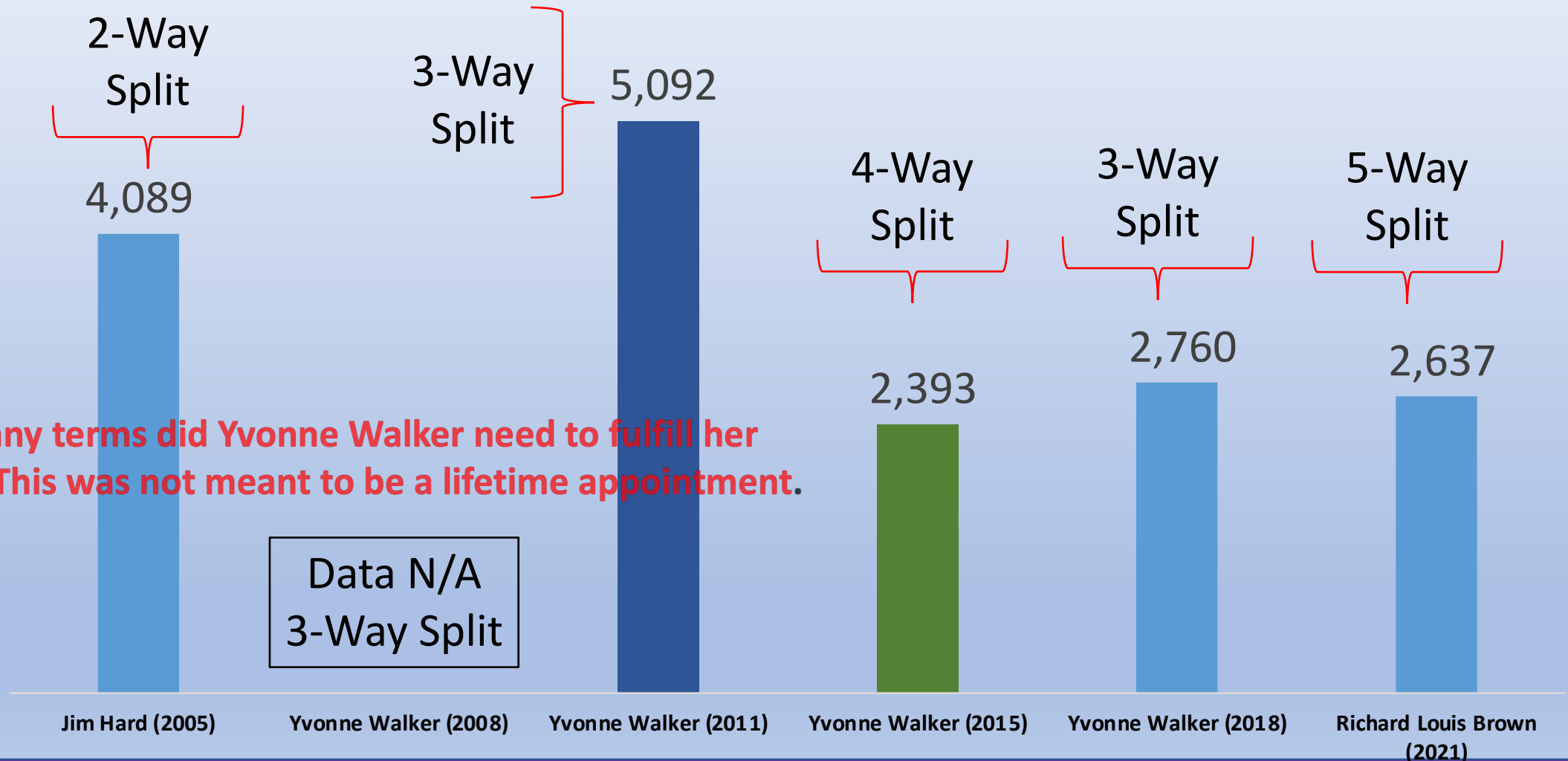
A Decade of Slow Change Has Led Us Here!

2021 Percentages of Votes Cast for President



A Decade of Slow Change Has Led Us Here!

Votes for Winning Candidate for President



How many terms did Yvonne Walker need to fulfill her vision? This was not meant to be a lifetime appointment.

Data N/A
3-Way Split

A Decade of Slow Change Has Led Us Here!

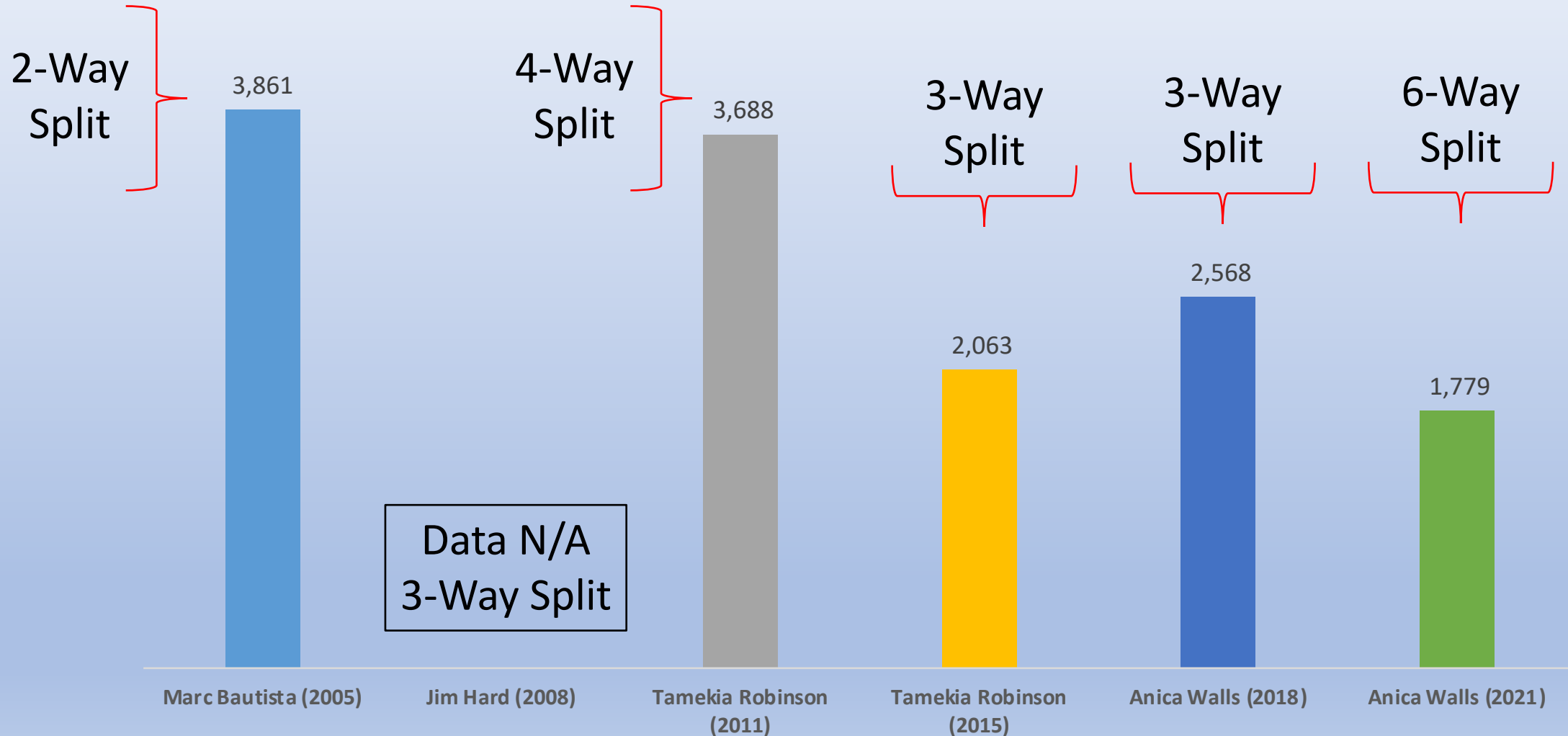
Votes Cast for Vice President for Secretary Treasurer



Voters began to reject the previous administration's slate since 2015, turning to other candidates. But the Board wants to nullify the will of the voters to preserve what has been the status quo for over 10 years.

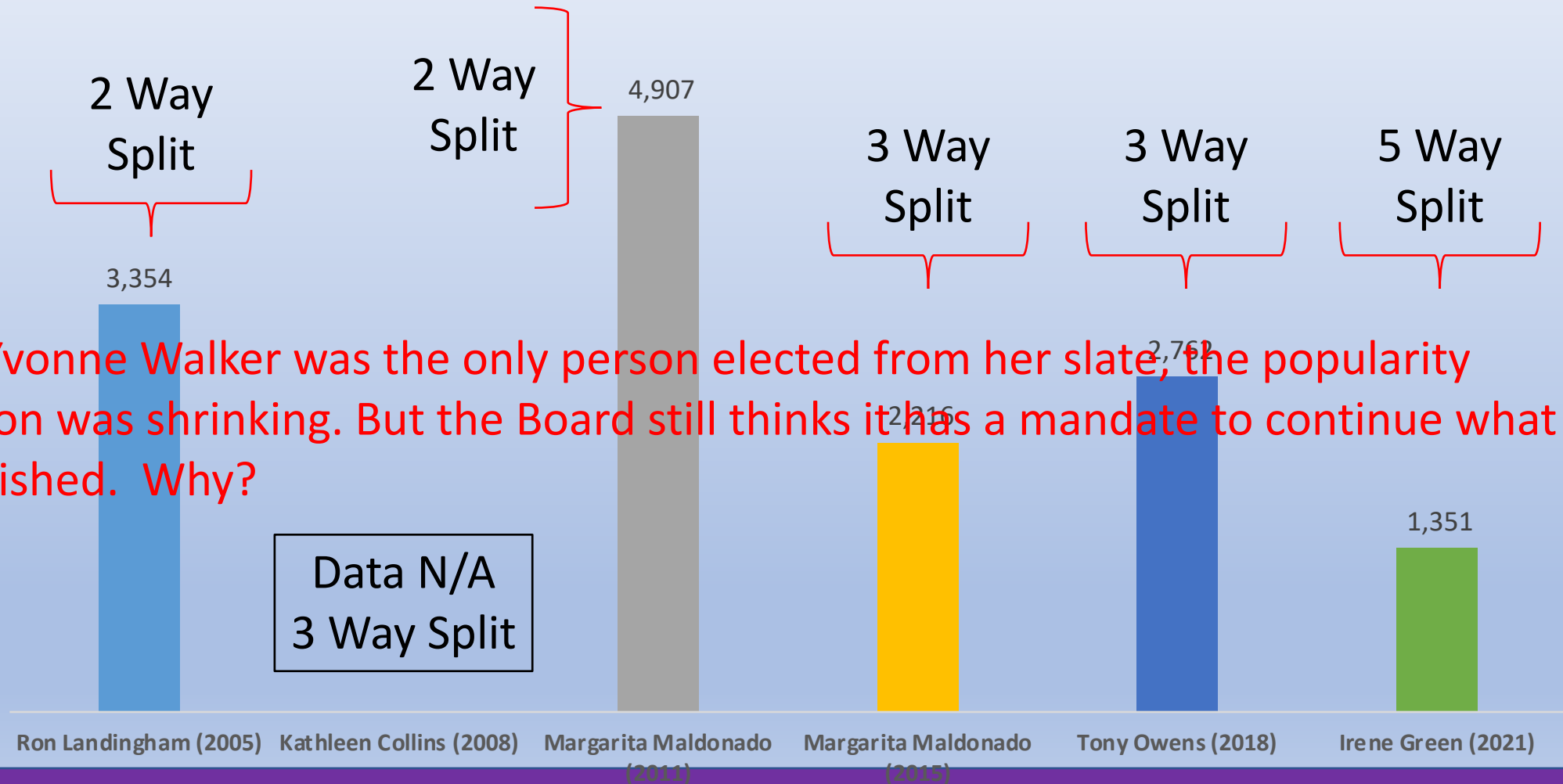
A Decade of Slow Change Has Led Us Here!

Votes Cast for Vice-President for Organizing and Representation



A Decade of Slow Change Has Led Us Here!

Votes Cast for Winner of Vice-President for Bargaining



By 2018, Yvonne Walker was the only person elected from her slate, the popularity of her vision was shrinking. But the Board still thinks it has a mandate to continue what she established. Why?

A Decade of Slow Change Has Led Us Here!

33 DLC Presidents (in orange) ran unopposed!

DLC	DLC President	DLC	DLC President	DLC	DLC President	DLC	DLC President
701	Lucas Serna	725	Maria Skelton	761	Angelique Moreno	784	Cullen Kral
702	Gertrude Davis	726	Charity Regalado	762	Daunette Sparkman	785	Wanda Yanez
703	Jayson Sandoval	727	Lynda Martin	764	Jennifer Cordova	786	Theresa Taylor
704	Latasha Brown	729	Nancy Martinez	765	Leonard Seitz	787	Ruth Ibarra
705	Miche Roy	741	Monica Rodriguez	766	Shrhonda Ward	788	Heather Kessler
706	Erika Chhatarpal	742	Cynthia Vo	767	Richard Wake	789	Eileen Boughton
707	Carolelynn Leonardo-Valdriz	743	Imani Dhahabu	768	Cheryl Allen	790	Cindy Doyel
710	Naomi Musembi-Johnson	744	Bill Hall	769	Darrell Kirby	792	Jack Dean
721	Robert Gilbert	746	Joycelyn Odom	770	Nicole Solovskoy	793	David Smith
722	Maria Blaine	747	Ramon Navarrete	771	Tommy Rico	794	Francina Stevenson
723	Steven Alari	749	Jerome Washington	772	Mary De La Cruz	795	Ruth Kiker
724	Deleon Secrest	751	Christina Evitt	781	Hoang-Van Nguyen	799	Delonne Johnson
		752	Kevin Healy	782	David Johnson	850	Kerri Riley

Previous DLC President

769 Beth Bartel

8 current and former DLC Presidents (in yellow) want to overturn the official votes for the President's race!

A Decade of Slow Change Has Led Us Here!

Professional Leadership?

August 10, 2021

THERESA TAYLOR

AH: "Hello Theresa, this is Alex from SEIU Local 1000, your union We are reaching out to you today to let you know about a rally being held on August 27 at the capitol to protest closing of the California Correctional Center in Lassen County and to stand up for our Union Rights. Are you interested in attending this protest? ... "

TT: "Absolutely not and how dare this Union president use Union dues for a rally that is political AND pay Union Leave for a rally. He has not done his job and met and conferred with the state."

THERESA TAYLOR (continued...)

TT: "**DLC 7861 says RLB can suck a dick.**"

AH: "Can we quote you on that to your membership?? I'm sure they'd be embarrassed by that comment. Hundreds of people and families will be affected by the closing of the California Correctional Center in Lassen County. We need to stand in solidarity with our Union brothers and sisters."

TT: "Sure; and that's 245 of our members ... "

A Decade of Slow Change Has Led Us Here!

Professional Leadership?

ANNA-MARIE TAYLOR

AT: "No and fuck RLB1"

•.. "

AT: "Tell your team DLC 786 says RLB can eat a dick"

AH: "Hundreds of people and families will be affected by the closing of the California

Correctional Center in Lassen County. We need to stand in solidarity with our Union

brothers and sisters. Great! We look forward to seeing you there. We are also offering

Union Leave to Stewards who want to attend this rally. Please click on this link

<https://search.seiu1000.org/ssrsvp.php> to RSVP for the protest by tomorrow in order to process your Union Leave. I'll see you on the 27th."

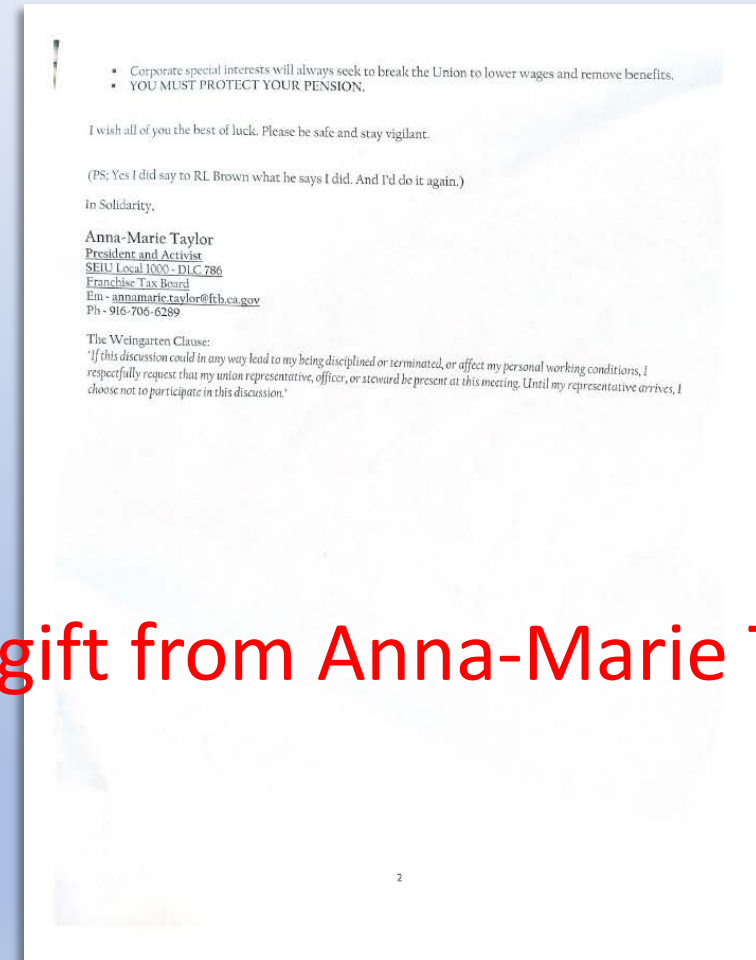
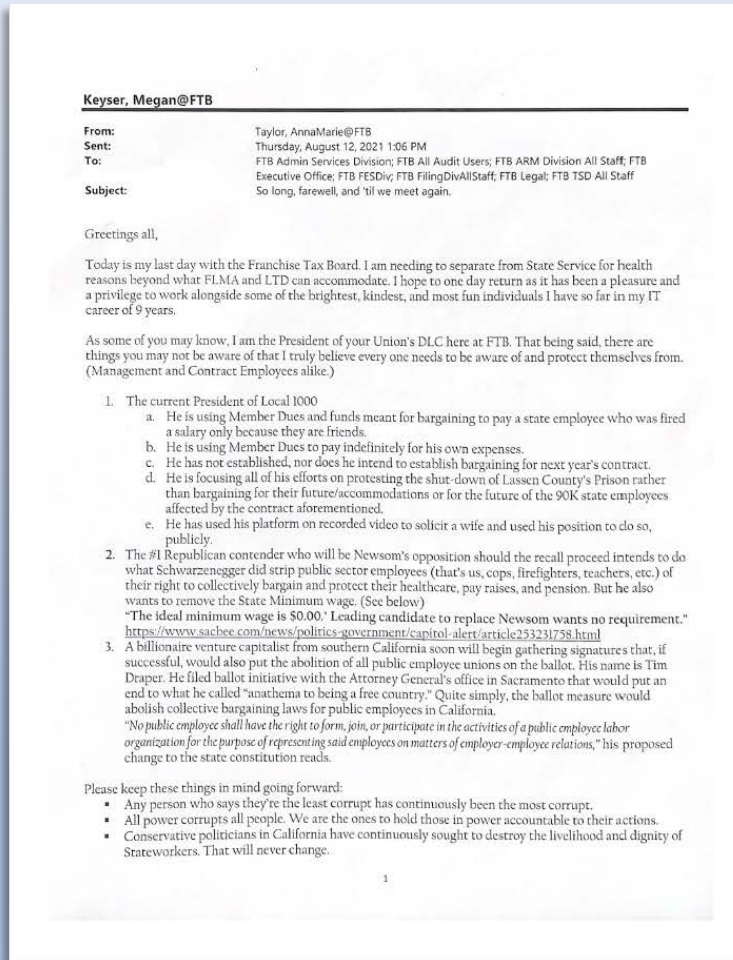
AT: "Eat. A. Dick."

AT: "Hey Alex, as President, you can quote my whole damn DLC."

AT: "DLC 786 says RLB needs to fuck off"

A Decade of Slow Change Has Led Us Here!

Professional Leadership?



A parting gift from Anna-Marie Taylor?

A Decade of Slow Change Has Led Us Here!

Professional Leadership?

What can we
expect from Bill
Hall?



A Decade of Slow Change Has Led Us Here!



Is the fight about the Board trying to keep using members' dues for the Stipends?

A Decade of Slow Change Has Led Us Here!

- I have not authorized any Officer stipends.
- Real leaders don't do this for the money; the stipends are our members dues.
- The Board is no longer the Voice of represented employees
- 33 Board Members ran unopposed!
- Membership has been dropping for years; this is not the solution.

Cost of Local 1000 Stipends

Office	Name	Base Salary	Base/Year	Base/Yr + Stipend	Annual Stipend
"Board Chair"	William R. Hall	\$6,508	\$78,096	\$127,512	\$49,416
VP for Bargaining	Irene A Green	\$5,366	\$64,392	\$108,385	\$43,993
					\$93,409



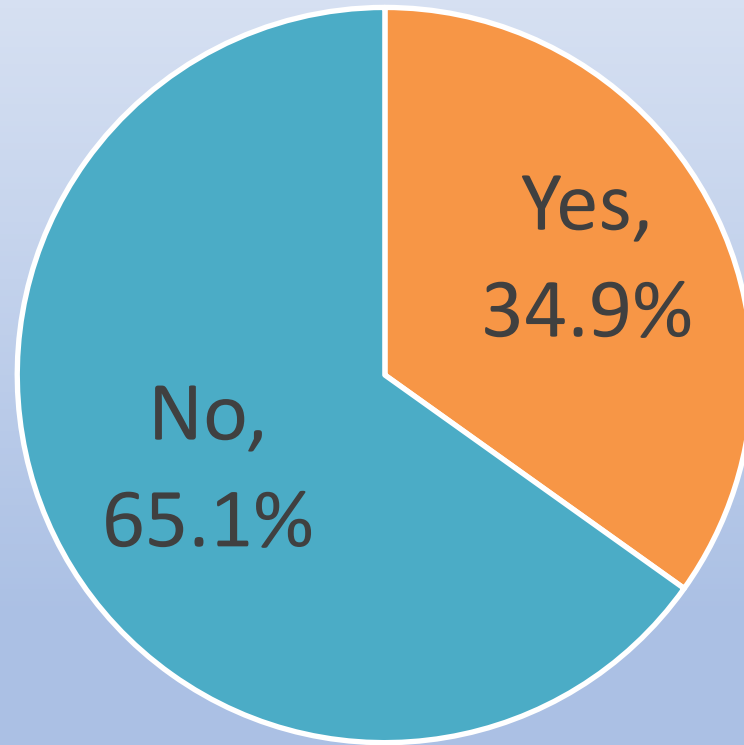
A Decade of Slow Change Has Led Us Here!

Lets see what SEIU Local 1000 represented
employees say about the Board of Directors
being their Voice!

A Decade of Slow Change Has Led Us Here!

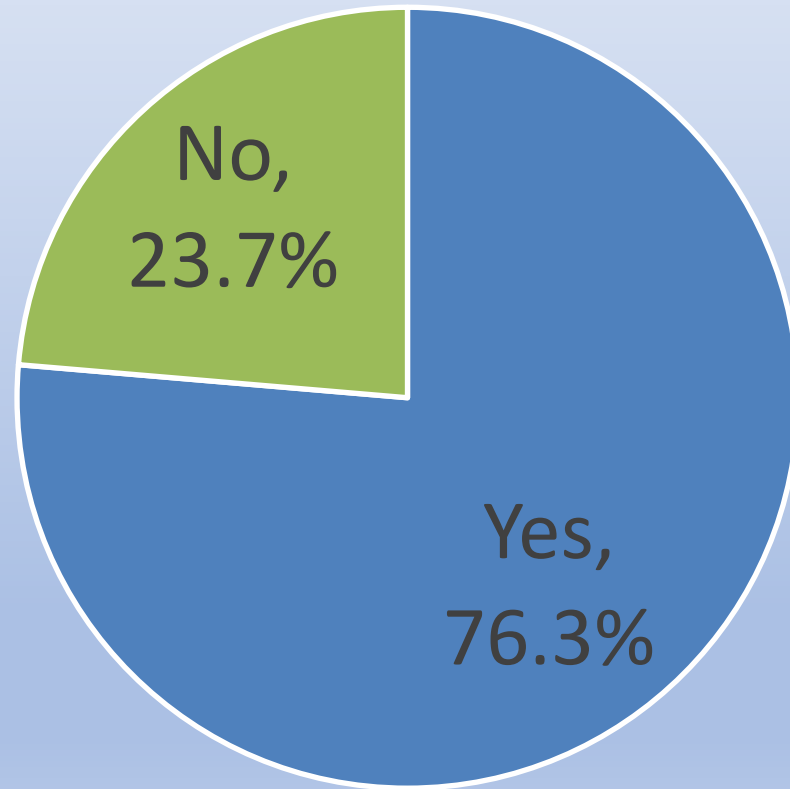
Do you believe that SEIU Local 1000 is a “member led union” and follows its “member led” mantra?

(N=2,490)



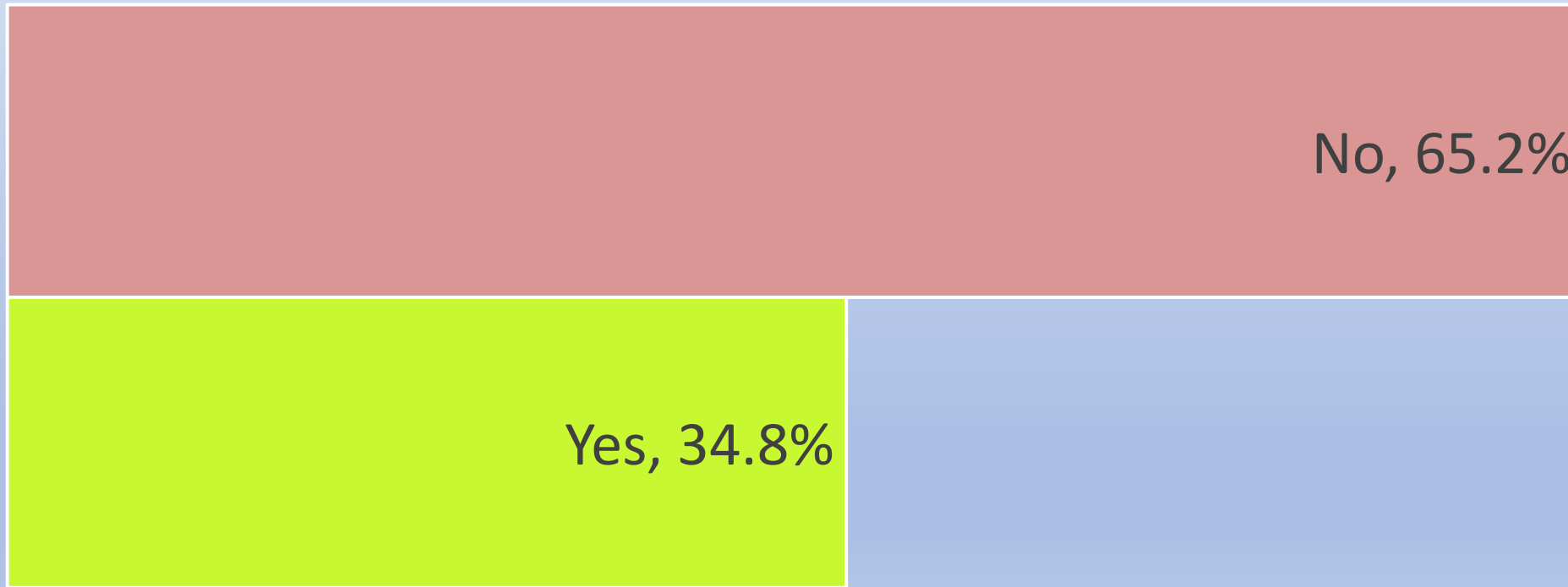
A Decade of Slow Change Has Led Us Here!

Do you believe Local 1000 should reduce dues by 50%? (N=2,482)



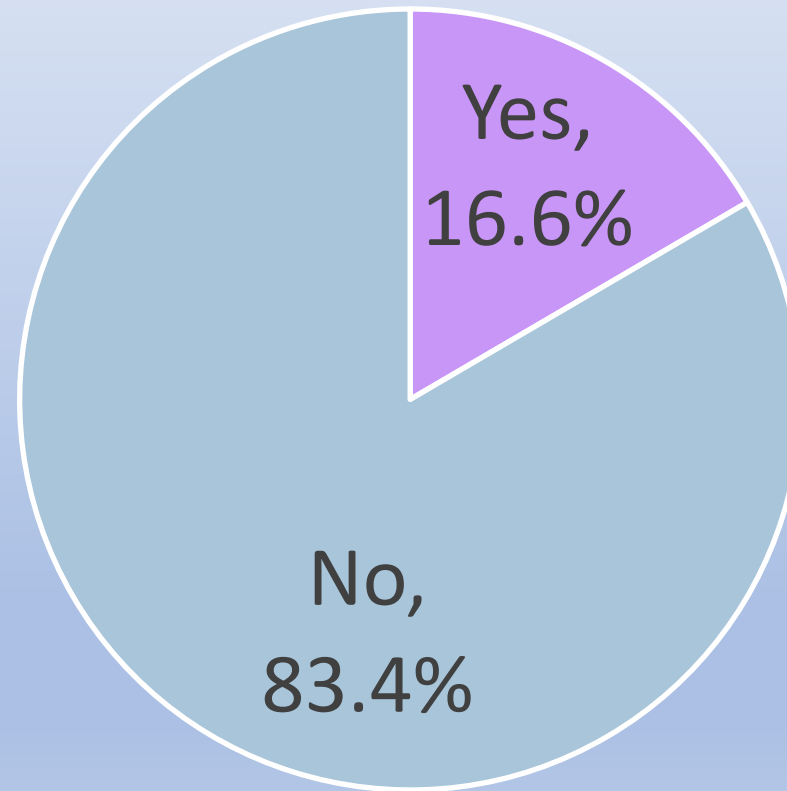
A Decade of Slow Change Has Led Us Here!

Do you feel your DLC President represents your voice when he or she votes for you at BOD, such as the one million dollars given to SEIU State Council to help Governor Gavin Newsom successfully defeat his recall? (N=2,486)



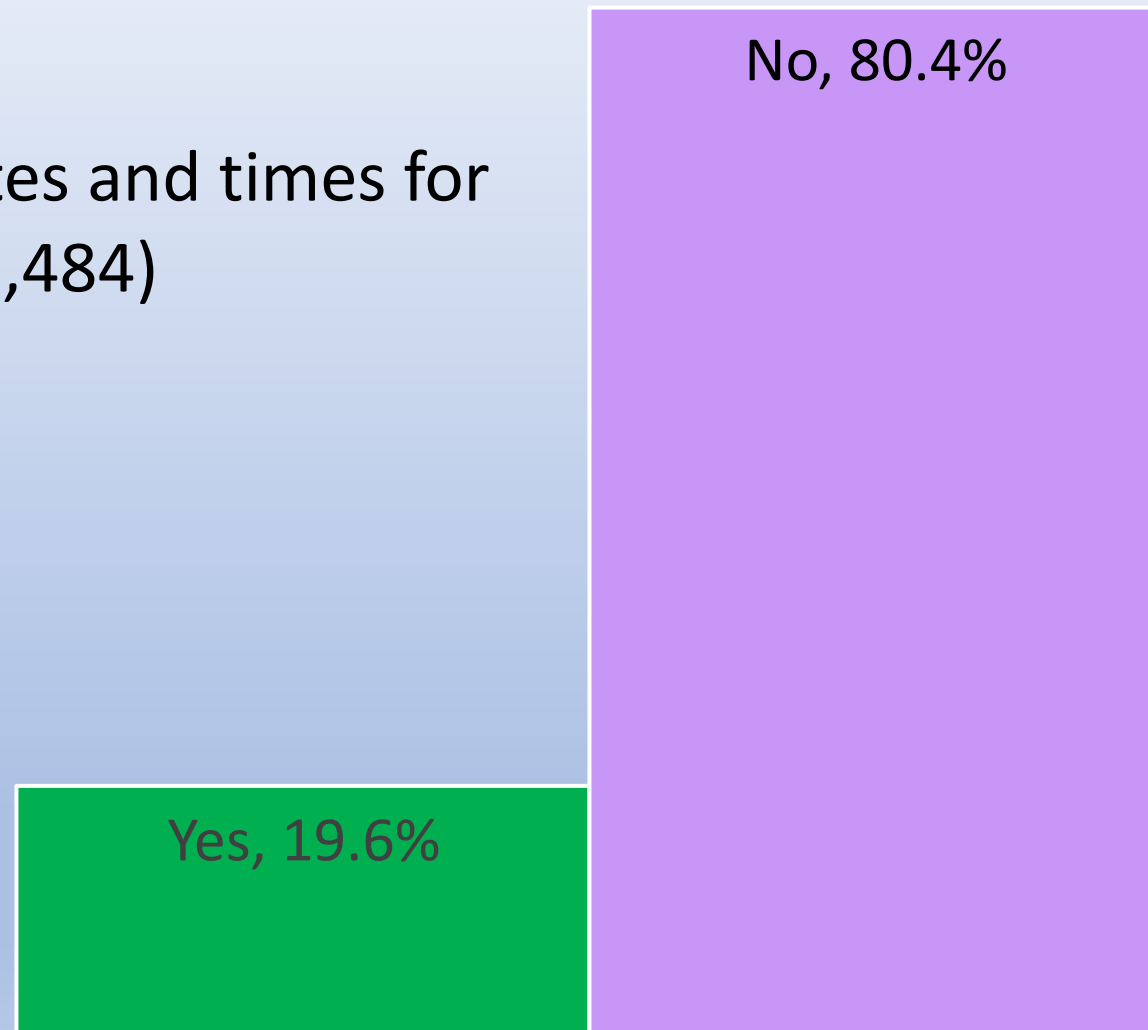
A Decade of Slow Change Has Led Us Here!

Has your DLC President or BUNC Chair asked your opinion about motions to be presented at BOD prior to voting on these motions? (N=2,473)



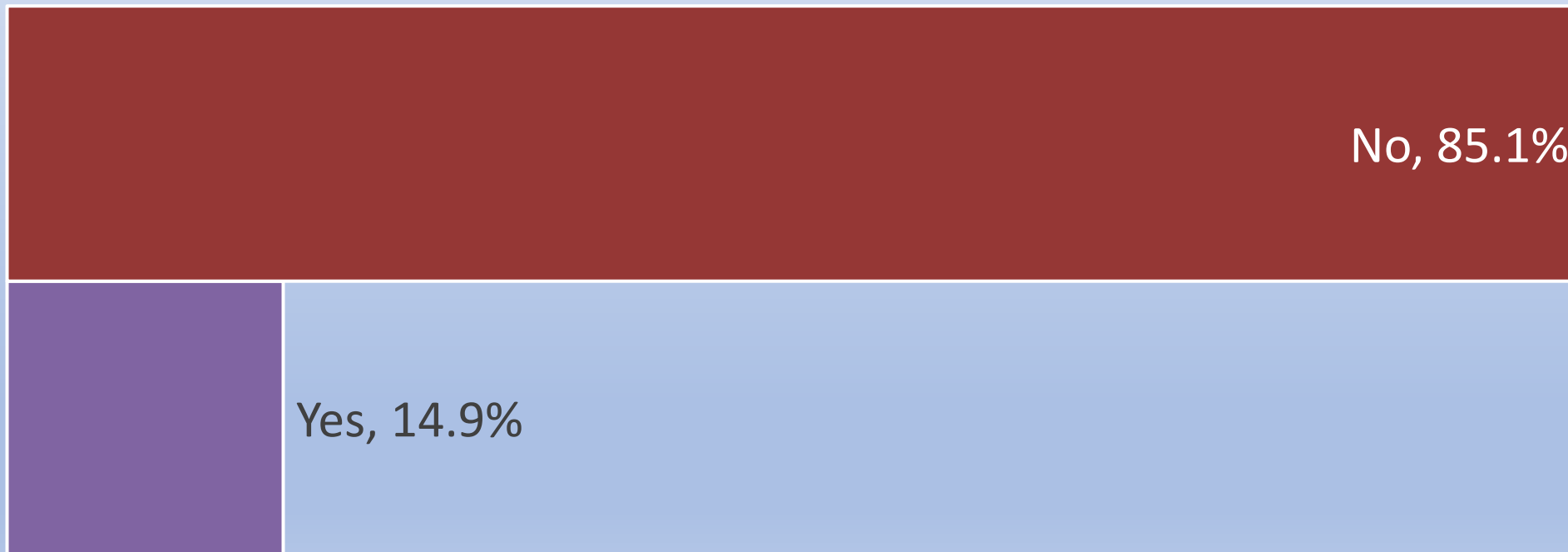
A Decade of Slow Change Has Led Us Here!

Are you aware of dates and times for BOD meetings? (N=2,484)



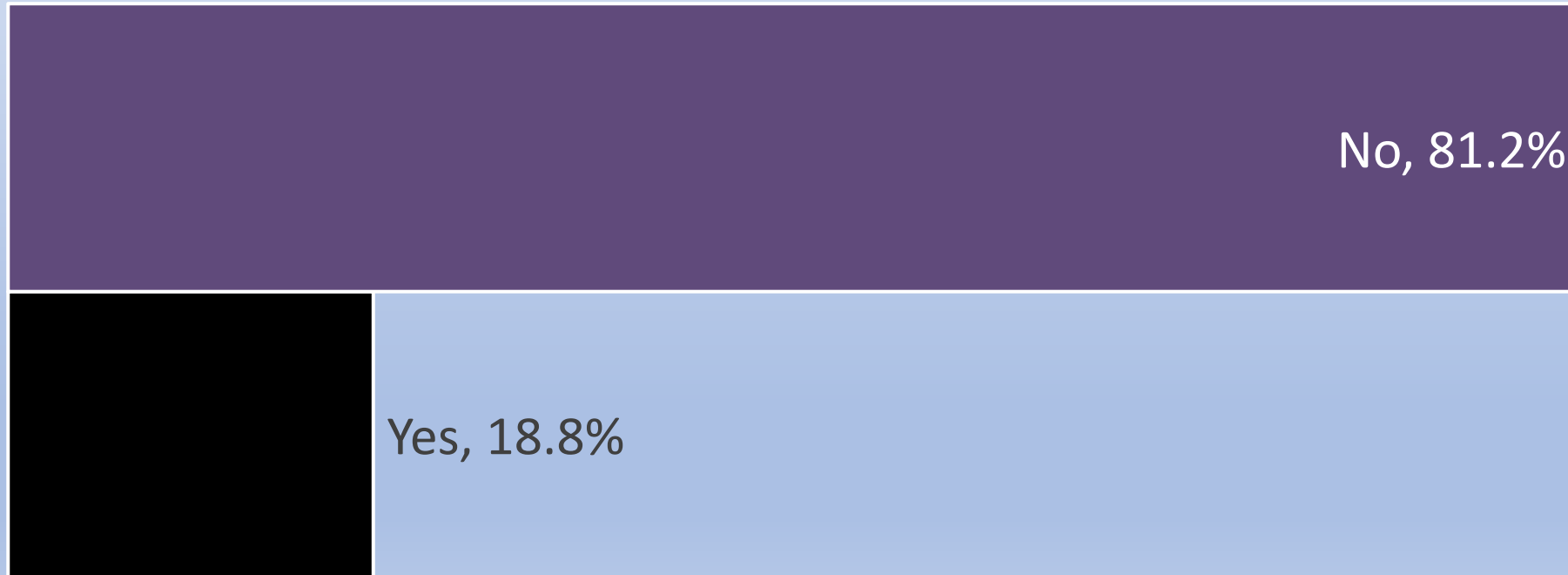
A Decade of Slow Change Has Led Us Here!

Are you aware of the contents of the BOD agenda and current events involving the union and its represented employees, including dues-paying members, that will be discussed at a BOD meeting? (N=2,478)



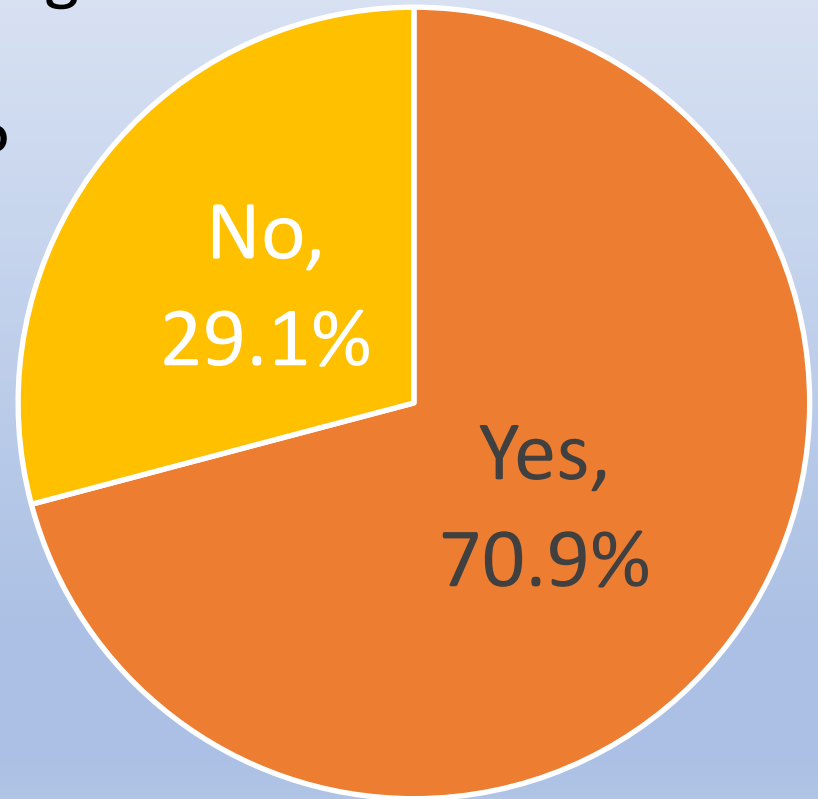
A Decade of Slow Change Has Led Us Here!

Have you been invited to attend and given the opportunity to provide feedback at BOD meetings prior to voting on issues? (N=2,474)



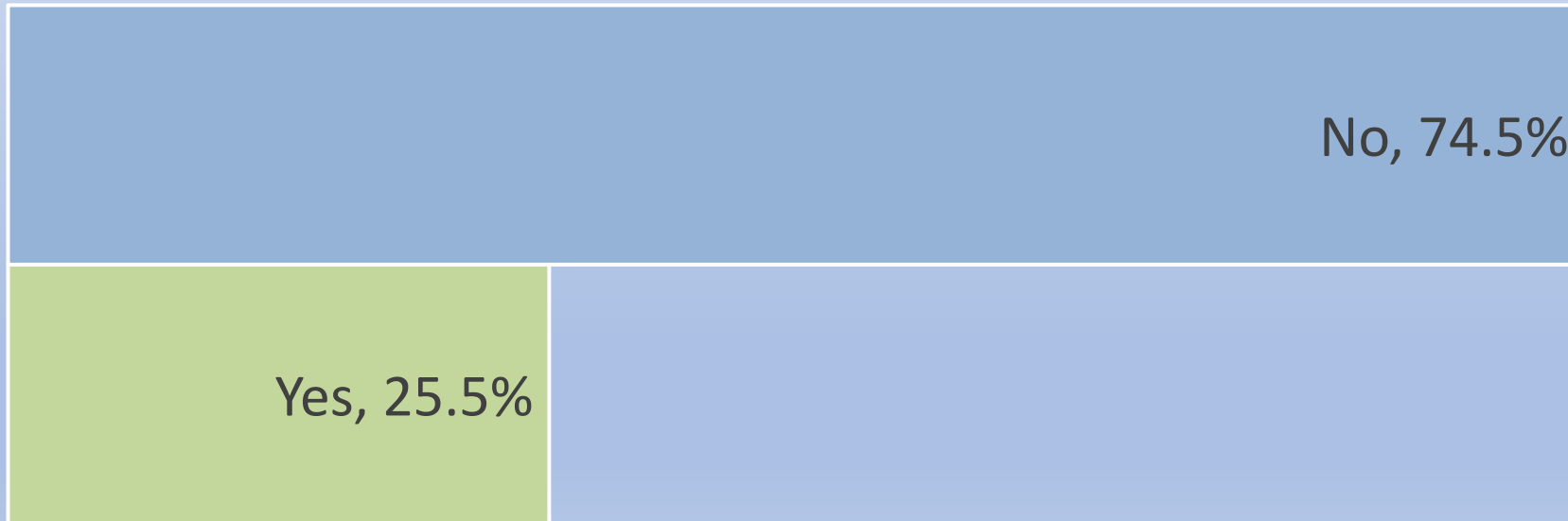
A Decade of Slow Change Has Led Us Here!

Would you like to have a voice at the BOD meeting to speak on matters that concern you as a represented employee or dues-paying member?
(N=2,469)



A Decade of Slow Change Has Led Us Here!

Several members of the BOD have proposed a motion that would disregard the votes and the will of Local 1000 members by seeking to completely and comprehensively undermine and unseat President Brown and choose their own (political) leader. Do you support the right of the BOD to have this power over its represented employees, including its dues-paying members? (N=2,467)



A Decade of Slow Change Has Led Us Here!

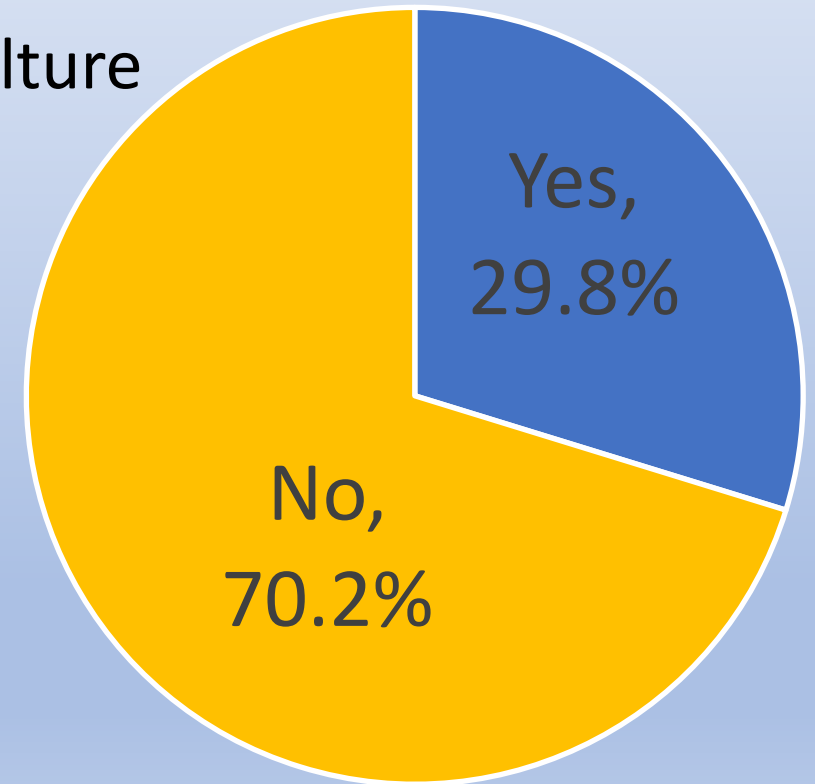
BOD members can currently bring forth motions without vetting them through their DLC represented employees, including dues-paying members. The proposed motions in question are in the sole interest of a select group of BOD members. Would you support a requirement for BOD members to obtain a percentage of membership approval to sign off on proposed motions prior to being presented at BOD? (N=2,457)

No, 29.1%

Yes, 70.9%

A Decade of Slow Change Has Led Us Here!

Do you feel current Local 1000 President Richard Louis Brown has been given enough time to create a new culture for our union? (2,470)





A Decade of Slow Change Has Led Us Here!

Let's look at how the Board and the
previous Administration led the
Union's fights for our wages and
livelihood!

A Decade of Slow Change Has Led Us Here!

Inflation, GSIs and Reductions

Fiscal Year	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	% Inc. Cumulative
CA Cost of Living Index	228	216	218	226	229	234	238	239	241	245	252	256	258	297	30.3%
US Cost of Living Index	219	225	228	233	238	246	253	250	256	262	272	281	285	272	24.2%
Local 1000 GSIs						3% (top step)	2%	2.5%		4%	4%	3.5%		4.55%	26.0%
Retiree Health Care (OPEB)											-1.2%	-1.1%		-1.2%	-3.5%
Net											2.8%	2.4%		3.4%	22.5%
Furloughs	-9.23% 5 months	-13.8% 12 months	-13.8% 3 months												
PLPs			4.62% 8 months	4.62% 4 months	4.62% 12 months								-9.23% 12 months		

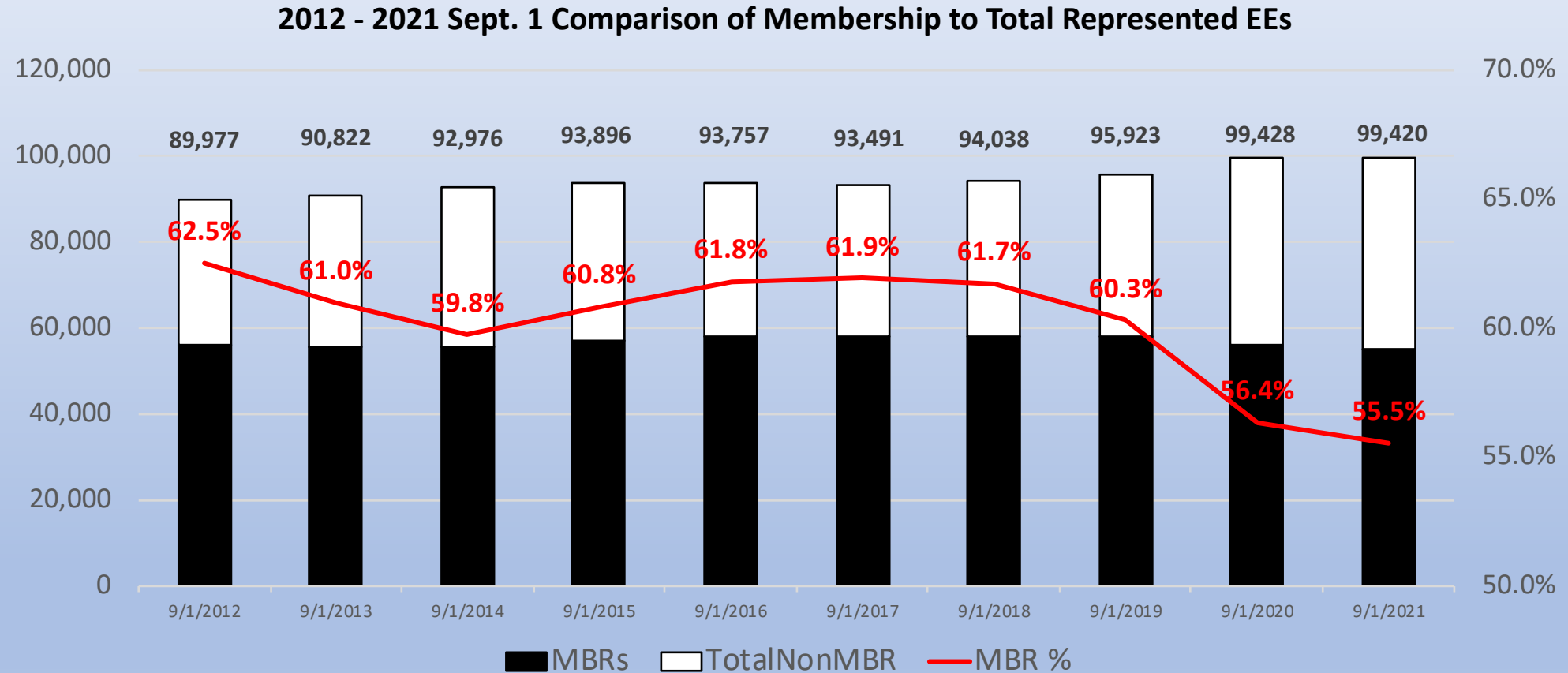
7.8%



A Decade of Slow Change Has Led Us Here!

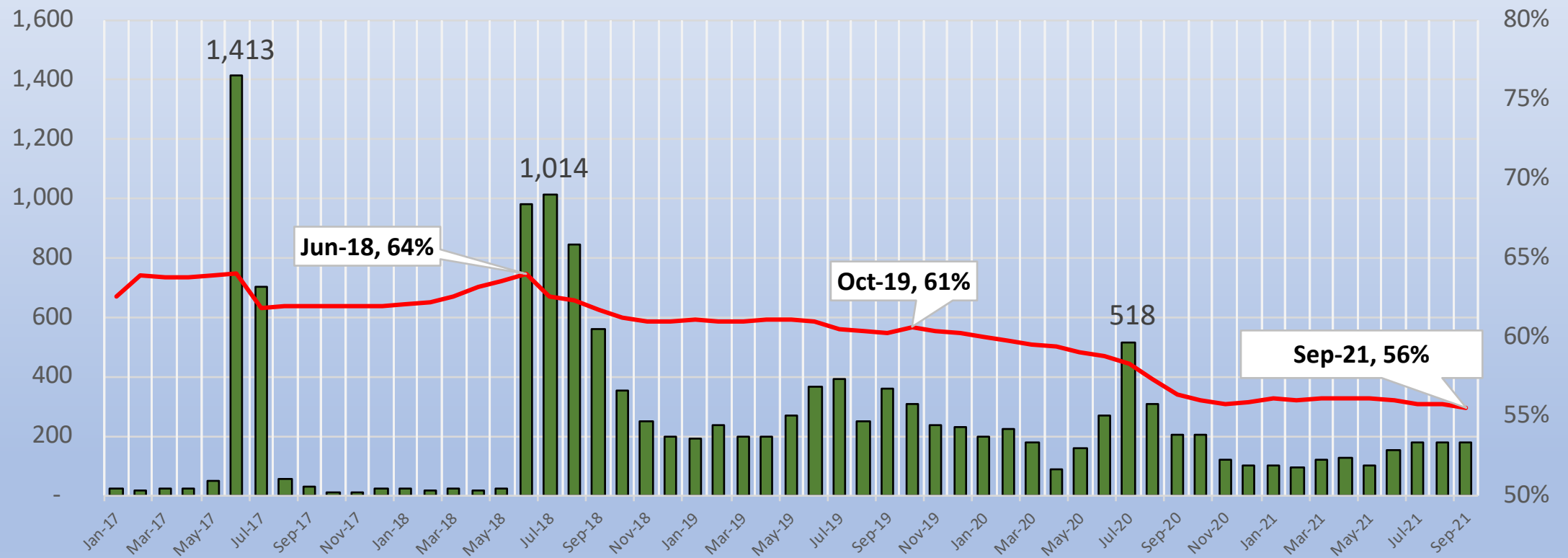
Let's look at how the Board and the
previous administration lead the
Union in terms of membership.

A Decade of Slow Change Has Led Us Here!



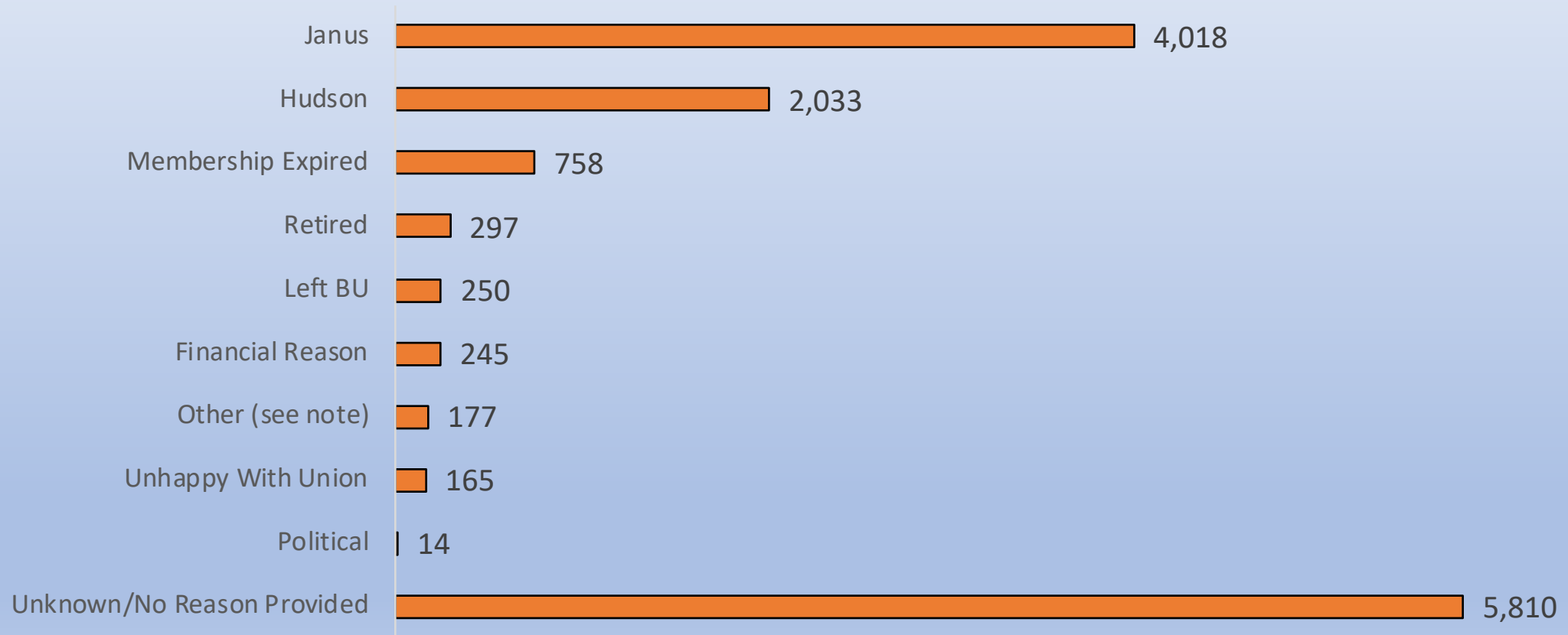
A Decade of Slow Change Has Led Us Here!

Total Monthly Membership Cancellations Jan. 2017 to Sept. 2021
Against Membership Rate (Cumulative 13,767)



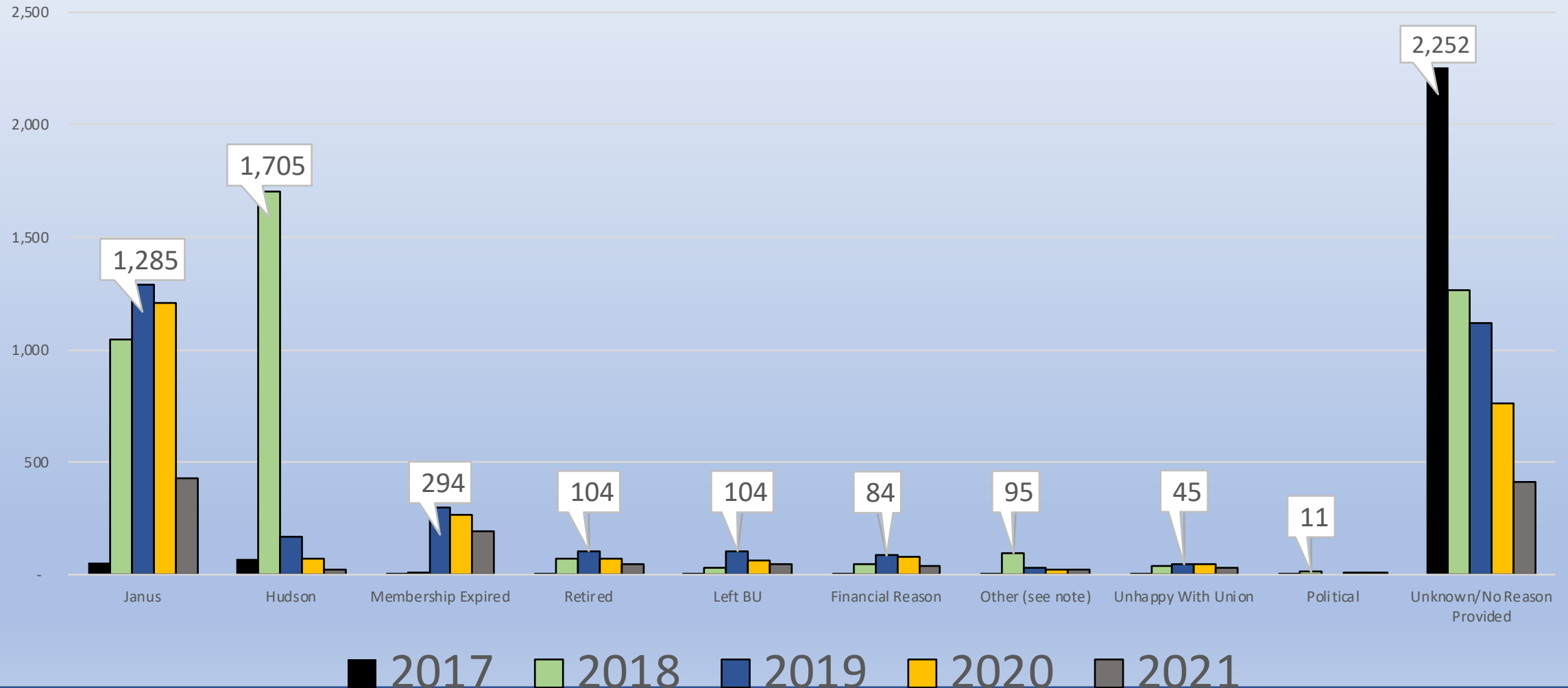
A Decade of Slow Change Has Led Us Here!

Reason for Membership Cancellation January 2017 to September 2021
(Cumulative 13,767)



A Decade of Slow Change Has Led Us Here!

Comparison by Reason for Membership Cancellation by Year (2017 to 2021)



A Decade of Slow Change Has Led Us Here!

DLCs by Highest to Lowest Membership Rates (October 2021)

	DLC	Membership Rate		DLC	Membership Rate		DLC	Membership Rate		DLC	Membership Rate
1	751	87.6%	13	704	70.2%	26	725	59.8%	39	768	42.6%
2	771	85.7%	14	792	69.9%	27	744	57.6%	40	781	42.2%
3	710	83.9%	15	726	67.4%	28	769	56.7%	41	786	42.1%
4	770	82.2%	16	706	66.6%	29	724	55.8%	42	789	41.8%
5	729	79.2%	17	746	65.8%	30	743	55.1%	43	788	40.5%
6	705	78.6%	18	772	65.7%	31	795	54.9%	44	784	40.4%
7	747	77.1%	19	727	65.2%	32	761	54.5%	45	765	39.1%
8	723	76.8%	20	703	65.0%	33	702	53.0%	46	799	38.4%
9	850	74.1%	21	722	64.4%	34	766	49.7%	47	762	38.1%
10	707	74.0%	22	721	64.0%	35	764	49.1%	48	782	37.9%
11	752	73.7%	23	701	62.3%	36	767	46.9%	49	790	37.0%
12	741	70.7%	24	749	61.6%	37	793	46.0%	50	787	36.7%
			25	742	61.0%	38	794	43.7%	51	785	36.7%

A Decade of Slow Change Has Led Us Here!

Highest to Lowest Total Represented by DLC (October 2021)(1 of 3 Slides)

	DLC	Non-Member	Member	Total Represented	Per Capita of Member to Non-Member	Membership Rate	Job Stewards Count	Job Stewards Proportional to All in DLC	Per Capita of Job Stewards to Represented
1	790	3,117	1,829	4,946	1.70	37.0%	19	0.38%	260
2	786	2,813	2,049	4,862	1.37	42.1%	7	0.14%	695
3	787	2,422	1,405	3,827	1.72	36.7%	20	0.52%	191
4	701	1,260	2,082	3,342	0.61	62.3%	46	1.38%	73
5	768	1,898	1,409	3,307	1.35	42.6%	13	0.39%	254
6	781	1,845	1,349	3,194	1.37	42.2%	14	0.44%	228
7	770	556	2,559	3,115	0.22	82.2%	53	1.70%	59
8	762	1,815	1,116	2,931	1.63	38.1%	14	0.48%	209
9	784	1,505	1,022	2,527	1.47	40.4%	15	0.59%	168
10	793	1,362	1,159	2,521	1.18	46.0%	9	0.36%	280
11	771	360	2,159	2,519	0.17	85.7%	49	1.95%	51
12	703	877	1,628	2,505	0.54	65.0%	34	1.36%	74
13	769	1,080	1,417	2,497	0.76	56.7%	21	0.84%	119
14	772	855	1,635	2,490	0.52	65.7%	40	1.61%	62
15	761	1,116	1,336	2,452	0.84	54.5%	22	0.90%	111
16	765	1,426	916	2,342	1.56	39.1%	4	0.17%	586
17	789	1,351	969	2,320	1.39	41.8%	7	0.30%	331

A Decade of Slow Change Has Led Us Here!

Highest to Lowest Total Represented by DLC (October 2021)(2 of 3 Slides)

	DLC	Non-Member	Member	Total Represented	Per Capita of Member to Non-Member	Membership Rate	Job Stewards Count	Job Stewards Proportional to All in DLC	Per Capita of Job Stewards to Represented
18	782	1,297	790	2,087	1.64	37.9%	8	0.38%	261
19	788	1,234	841	2,075	1.47	40.5%	7	0.34%	296
20	704	599	1,411	2,010	0.42	70.2%	16	0.80%	126
21	724	878	1,107	1,985	0.79	55.8%	12	0.60%	165
22	785	1,250	724	1,974	1.73	36.7%	9	0.46%	219
23	707	483	1,376	1,859	0.35	74.0%	23	1.24%	81
24	794	1,035	802	1,837	1.29	43.7%	9	0.49%	204
25	744	770	1,048	1,818	0.73	57.6%	23	1.27%	79
26	729	355	1,350	1,705	0.26	79.2%	22	1.29%	78
27	743	765	938	1,703	0.82	55.1%	13	0.76%	131
28	747	387	1,304	1,691	0.30	77.1%	12	0.71%	141
29	723	393	1,298	1,691	0.30	76.8%	19	1.12%	89
30	767	884	780	1,664	1.13	46.9%	7	0.42%	238
31	751	202	1,430	1,632	0.14	87.6%	6	0.37%	272
32	710	257	1,342	1,599	0.19	83.9%	35	2.19%	46
33	726	521	1,077	1,598	0.48	67.4%	14	0.88%	114
34	764	801	774	1,575	1.03	49.1%	17	1.08%	93

A Decade of Slow Change Has Led Us Here!

Highest to Lowest Total Represented by DLC (October 2021)(3 of 3 Slides)

	DLC	Non-Member	Member	Total Represented	Per Capita of Member to Non-Member	Membership Rate	Job Stewards Count	Job Stewards Proportional to All in DLC	Per Capita of Job Stewards to Represented
35	702	726	819	1,545	0.89	53.0%	13	0.84%	119
36	746	518	995	1,513	0.52	65.8%	12	0.79%	126
37	742	566	887	1,453	0.64	61.0%	13	0.89%	112
38	721	513	911	1,424	0.56	64.0%	10	0.70%	142
39	705	277	1,017	1,294	0.27	78.6%	21	1.62%	62
40	741	368	886	1,254	0.42	70.7%	18	1.44%	70
41	706	397	793	1,190	0.50	66.6%	17	1.43%	70
42	766	518	512	1,030	1.01	49.7%	6	0.58%	172
43	725	414	615	1,029	0.67	59.8%	10	0.97%	103
44	795	458	558	1,016	0.82	54.9%	7	0.69%	145
45	722	299	541	840	0.55	64.4%	5	0.60%	168
46	752	208	582	790	0.36	73.7%	16	2.03%	49
47	749	298	478	776	0.62	61.6%	26	3.35%	30
48	727	257	482	739	0.53	65.2%	4	0.54%	185
49	792	216	501	717	0.43	69.9%	28	3.91%	26
50	850	124	355	479	0.35	74.1%	26	5.43%	18
51	799	212	132	344	1.61	38.4%	9	2.62%	38



A Decade of Slow Change Has Led Us Here!

Let's look at how the Bargaining
Unit leadership led the way over
the last decade.

A Decade of Slow Change Has Led Us Here!

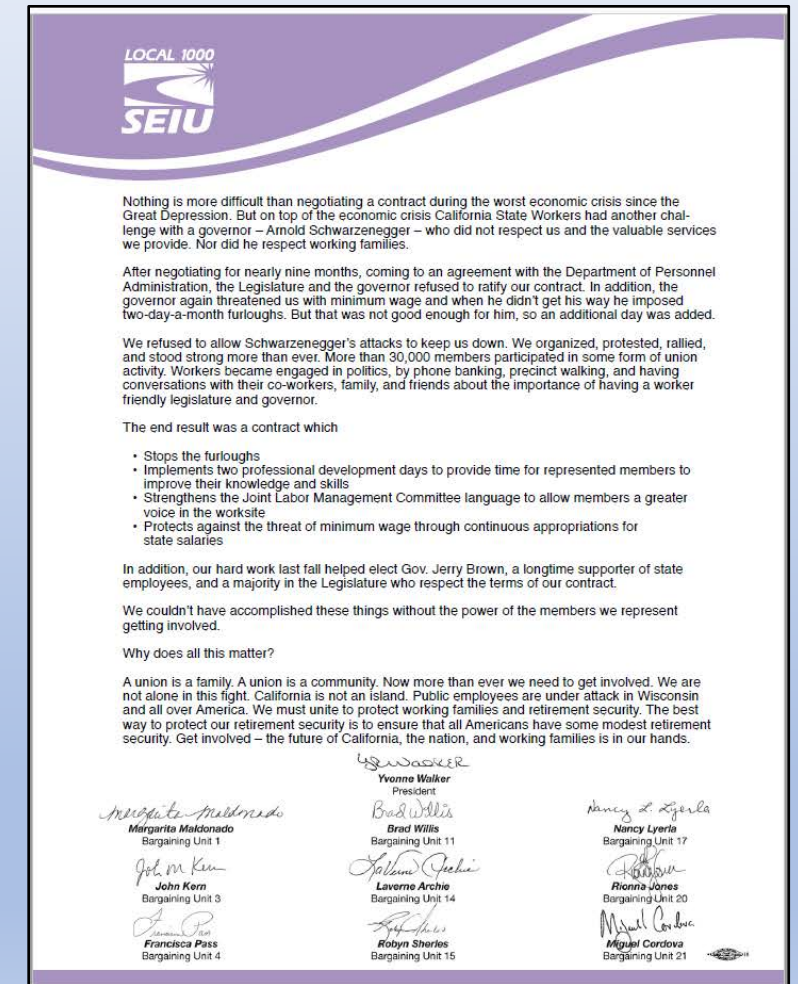
Bargaining Unit Chairs

	2018 SBAC	2021 SBAC	
Unit 1	Susan Rodriguez	Susan Rodriguez	No Change
Unit 3	Terry Hibbard	Bob Holz	New Chair
Unit 4	Karen Jefferies	Karen Jefferies	No Change
Unit 11	Brad Willis	Brad Willis	No Change
Unit 14	Robert Vega	Robert Vega	No Chair
Unit 15	Maria Patterson	Eric Murray	New Chair
Unit 17	Kim Cowart	Vanessa Seastrong	New Chair
Unit 20	Luisa Leuma	Melissa Vartanian	New Chair
Unit 21	Miguel Cordova	Bobby Roy	New Chair
State Bar		Andrew Vasicek	

A Decade of Slow Change Has Led Us Here!

2010 MOU Cover Page

- 3% GSI to top step employees on the **last** day of contract (**July 1, 2010 thru July 1, 2013**)
- This contract was in November 2010.
- Lost 2 holidays
 - February 12 (Lincoln's Birthday)
 - 2nd Monday in October (Columbus Day)
 - Current Chairs-see below
- Brad Willis – Unit 11 Chair
- Miguel Cordova – Unit 21 Chair



A Decade of Slow Change Has Led Us Here!

2013 MOU Cover Page

- July 2, 2013 thru July 1, 2016.
- No furloughs or PLPs protection (this will be in our next and all future contracts)!
- GSI of 2% on July 1, 2014.
- GSI of 2.5% on July 1, 2015.
- Total GSI OF **4.5% for a 3-year contract.**
- Current Chairs-see below.
- Brad Willis – Unit 11 Chair.
- Kim Cowart – Unit 17 Chair.
- Miguel Cordova – Unit 21 Chair.



When we—the member-elected bargaining team—began to work to negotiate a fair contract—we sought input from you—the members we represent. Through more than 200 worksite meetings and town halls, we listened to your questions and concerns. A comprehensive survey, completed by more than 12,000 members, added important context to our bargaining strategy.

You identified four key priorities: protect our retirement, preserve our 80/20 health premiums, no new furloughs or PLP days and an across-the-board pay increase.

This agreement achieves each of the four objectives while successfully addressing a number of other issues of importance to you. Among the key provisions:

- ✓ An across-the-board pay increase for all employees
- ✓ No new furlough or PLP days during the term of the contract
- ✓ Reduction in health care dependent vesting from two years to only one
- ✓ Increases in business and travel reimbursements
- ✓ Removal of the expiration date for PLP earned in 2010 and 2012
- ✓ A stronger dignity clause and workplace bullying protections

This contract provides state employees with security and certainty while preserving the rights and benefits we've fought so hard to secure and allows us to continue providing California with vital public services.

While this contract is a culmination of many years of hard work which ended in some successes, we cannot sit back and rest. We must get more involved in our communities, the political arena and strategic alliances. We must make the best plan we can make. It takes all of us to achieve the end goal of our power: the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social and economic justice.

Brenda Modkins
Bargaining Unit 1

James "Brad" Willis
Bargaining Unit 11

Kim Cowart
Bargaining Unit 17

John Kern
Bargaining Unit 3

LaVerne Archie
Bargaining Unit 14

Rionna Jones
Bargaining Unit 20

Sophia Perkins
Bargaining Unit 4

Robyn Sherles
Bargaining Unit 15

Miguel Cordova
Bargaining Unit 21

Yvonne R. Walker
President

M. Cora Okumura
Vice President/Secretary-Treasurer

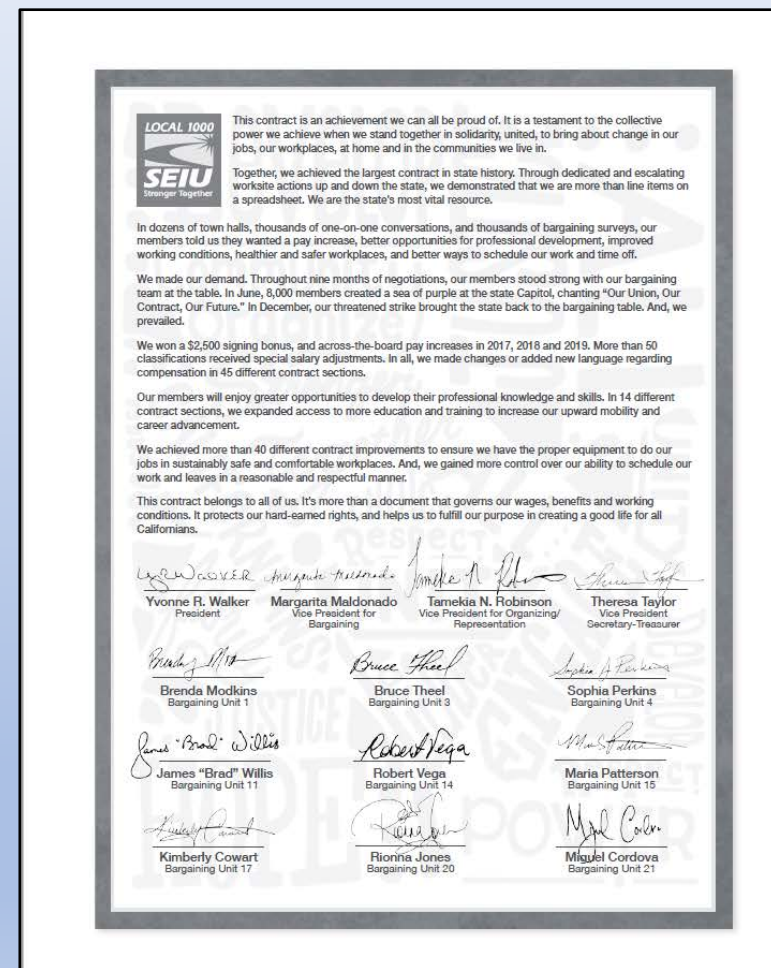
Tamekia N. Robinson
Vice President for Organizing/
Representation

Margarita Maldonado
Vice President for Bargaining

A Decade of Slow Change Has Led Us Here!

2016 MOU Cover Page

- July 2, 2016 thru January 1, 2020.
- \$2,500 taxable signing bonus.
- GSI of 4% July 1, 2017, 4% July 1, 2018, and 3.5% on July 1, 2018.
- OPEB contributions of 1.2% on July 1, 2018; 1.1% on July 1, 2019 and 1.2% on July 1, 2020.
- **11.5% GSI minus 3.5% for OPEB is 8% net raise.**
- VP Secretary-Treasurer Theresa Taylor.
- Current Chairs-see below.
- Brad Willis – Unit 11 Chair.
- Kim Cowart – Unit 17 Chair.



A Decade of Slow Change Has Led Us Here!

2020 MOU Cover Page

- January 2, 2020 thru June 30, 2023.
- GSI of 2.5% on July 1, 2020, 2.0% on July 1, 2021 and 2.5% on July 1, 2022.
- Total GSI of 7% for 3.5 years.
- No mention of BUNC, Chairs or Statewide Officers on cover page.
- Many of the newly elected Chairs negotiated this contract.

In 2019, SEIU Local 1000 members worked together to negotiate and ratify a historic contract that featured innovative means to put more money in member's pockets and build a *California for All* in which our members earn livable wages; have access to quality, affordable healthcare; are recognized for our skills and responsibilities; and are employed by workplaces that respect us and our families.

We won a 7% general salary increase across the three-year term of the contract, a \$260 monthly health care stipend for primary CalPERS enrollees, more than 150 special salary adjustments, an accelerated \$15/hr. minimum wage for 45 classifications, and a \$250 monthly GeoPay differential for members in 4 counties.

So, as 2020 began, we were well-positioned with a strong contract—then, beginning in mid-March, the COVID-19 pandemic took hold and the world as we knew it changed. A shelter-in-place order led to widespread unemployment across California and our country. Soon thereafter, the previously robust California economy crashed, creating a \$54 billion state budget deficit and a call from the Governor for state employees to take a 10 percent pay cut, to forgo raises, and to defer other significant contract wins.

Yet, despite the State's attempt to cancel our hard-fought contract wins, our Union, through the power and insight of our members and our member-elected, member-led bargaining team, found a better way. This led to a side letter agreement with the State that mitigated the impact of the pandemic-induced cuts and minimized the harm to our members.

By utilizing the Personal Leave Program (PLP), we maintained members' base salaries and preserved the positive impact of future raises and retirement calculations. We also safeguarded all special salary adjustments, differentials, geographic pay, and other provisions that went into effect after we signed our contract. These provisions will remain in place and the contract will be fully implemented. In return, there will be two PLP days per month in FY 2020-21 and 2021-22.

Rather than forgo the July 1, 2020 general salary increase of 2.5%—as proposed by the State—we instead agreed to defer that 2.5% raise to 2022, making the 7% GSI we won in this three-year contract payable by a 2% increase in 2021 and the remaining 5% in 2022.

To reduce the financial impact of the State's cuts and ensure members keep as much money as possible in their pockets, the 3.5% contribution to post-employment healthcare benefits (OPEB) has been suspended. Plus, ALL members eligible for healthcare will receive the \$260 monthly stipend.

This contract—and the side letter agreement that accompanies it—are a testament to the power of SEIU Local 1000 and collective action. I hope you take pride in the hard work and solidarity it represents.



Yvonne R. Walker
President



A Decade of Slow Change Has Led Us Here!

Dills Act, PEMHCA and OPEB

- The Ralph C. Dills Act establishes the framework and obligation for bargaining between the Union and the State.
- This Act defines and enforces mandatory subjects of bargaining and the obligation to bargain in good faith.



A Decade of Slow Change Has Led Us Here!

Dills Act, PEMHCA and OPEB

- Mandatory subjects are those that directly affect wages, hours or working conditions (or terms and conditions of employment).
- Both parties must bargain these subjects if either party submits a proposal that addresses mandatory subjects of bargaining.
- Requiring current employees to contribute to a future retirement benefit is considered a mandatory subject.



A Decade of Slow Change Has Led Us Here!

Dills Act, PEMHCA and OPEB

- Health care benefits for state employees are established by the Public Employees' Medical and Hospital Care Act (PEMHCA).
- The health care benefits and monthly premiums for current employees is established in PEHMCA and the MOU (Article 9).
- The health care benefits and monthly premiums for retired employees is established in PEHMCA.



A Decade of Slow Change Has Led Us Here!

Dills Act, PEMHCA and OPEB

- 2015 PEMHCA amendments:
 - Senate Bill 98 (2015) established the requirement for employer and employee pre-funding of retiree health care benefits (OPEB contributions).
 - Employee payments into the trust fund are permanent and not returned to the employee if they leave state service before vesting.
 - The employee loses the contribution AND the benefit.

A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- After the 2015 PEMHCA amendment, Article 9.24 Prefunding of Post-Retirement Health Benefits is negotiated in 2016.

9.24 Prefunding of Post-Retirement Health Benefits

The State and Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 hereby agree to share in the responsibility toward the prefunding of post-retirement health benefits for members of Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21; and, agree that the foregoing concepts will be implemented as a means to begin to offset the future financial liability for health benefits for retired members.

A. Beginning July 1, 2018, the State and Bargaining Units 1, 3, 4, 11, 14, 15, 17, 20, and 21 will prefund retiree health care, with the goal of reaching a fifty percent (50%) cost sharing of actuarially determined total normal costs for both employer and employees by July 1, 2020. The amount of employee and matching employer contributions required to prefund retiree health care shall increase by the following percentages of pensionable compensation:

1. July 1, 2018: by 1.2 percent.
2. July 1, 2019: by 1.1 percent, for a total of 2.3 percent.
3. July 1, 2020: by 1.2 percent, for a total of 3.5 percent.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- 2017 PEMHCA amendments:
 - Senate Bill 48 affects employees hired on or after January 1, 2017 by:
 - Increasing vesting for retiree health care from 10 to 15 years.
 - Reducing state retiree contribution formula from a 100/90 to an 80/80 formula.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- Local 1000 members were already protected by law, PEMCHA, in addition to the Dills Act, regarding retiree healthcare but former Local 1000 leadership politically and deliberately chose to ignore this retiree healthcare fact.
- OPEB - Never existed before and remember it was suspended for FY 2020-21. The government code was crystal clear that our post-employment retirement health benefits were covered at 100%. In 2016 it was written into our contract by an allegedly union-friendly Democratic Governor Jerry Brown's demand and the insistence of Yvonne Walker promoting this silliness.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- Former Governor Jerry Brown legally had no right to take our retirement benefits from our Union, but we gave them away **voluntarily because of politics** which in turn along with insignificant salary increases have destroyed our net income!
- As your Chief Negotiator we will end this 3.5% OPEB deduction in our next contract!



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- Governor Brown pushed his agenda of prefunding retirement benefits like his high-speed rail project:
- [...] his plan calls for the state and employees to each pay half of an amount determined by actuaries necessary to prefund retiree health care within each bargaining unit.
- Therefore, employees with higher average salaries will have to pay a smaller percentage of salary to reach the actuaries prefunding target. The opposite is also true – employees in bargaining units that make less, have to pay a higher percentage of salary to hit the actuaries' prefunding goal.
- Again, without a law or a contract change Governor Brown legally has no right to take your retirement benefits from you unless of course, you voluntarily give them away which in turn helps rewrites the government code.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- Remember when our former president publically stated:

“Making sure retiree health care is there for us in the future is a crucial priority, however, **and paying toward prefunding it will make it a protected right for us—which it currently is not.** We have taken a proactive approach in dealing with this issue when we placed a concept on the table last week that includes an appropriate contribution from our members.”



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- However, the LAO clearly stated:

To the extent these benefits are guaranteed contractual obligations, the state's ability to modify the benefit for current or future retirees already employed by the state—such as reducing the state's premium contributions, increasing copays or deductibles, or reducing the range of services covered by state plans—likely is constrained.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

- Furthermore G.C. 22873 states that employees:
[...] hired on or after January 1, 1985, may not be vested for the full employer contribution payable for annuitants unless he or she has 10 years of credited state service at the time of retirement.
- G.C. 22874 – states a state employee hired after 1/1/89 must be employed for at least 10 years to receive any portion of the state's contribution.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

CA Government Code Section 22940 is the pre-funding section (OPEB contribution) which was amended in 2015.

(a) There is in the State Treasury the Annuitants' Health Care Coverage Fund that is a trust fund and a retirement fund, within the meaning of Section 17 of Article XVI of the California Constitution. Subject to the limitation provided in subdivision (b), notwithstanding Section 13340, all moneys in the fund are continuously appropriated without regard to fiscal years to the board for expenditure for the prefunding of health care coverage for annuitants pursuant to this part, including administrative costs. The board has sole and exclusive control and power over the administration and investment of the Annuitants' Health Care Coverage Fund and shall make investments pursuant to Part 3 (commencing with Section 20000).



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

(b) (1) Moneys accumulated in the designated state subaccounts of the fund, or a successor fund, that are derived from investment income shall not be used to pay benefits for state annuitants and dependents until the earlier of:

(A) With regard to a particular designated state subaccount, the date the funded ratio of the designated state subaccount reaches at least 100 percent as determined in that employer's postemployment benefits actuarial valuation and then only for the purpose of paying benefits for state annuitants and dependents associated with that subaccount.

(B) July 1, 2046.



A Decade of Slow Change Has Led Us Here

Dills Act, PEMHCA and OPEB

(2) For purposes of this subdivision, “designated state subaccount” means a separate account maintained within the fund to identify prefunding contributions and assets attributable to a specified state collective bargaining unit or other state entity for the purpose of providing benefits to state annuitants and dependents associated with a specified collective bargaining unit or other state entity.

(3) This subdivision shall not be construed as prohibiting an alternative funding strategy agreed to in a written memorandum of understanding.

- In the PEMHCA Act itself, it provides that MOUs can supersede the established funding strategy, which is what the Side Letter did last year.



A Decade of Slow Change Has Led Us Here

- Over the last decade, the previous administration and the Board were more focused on preserving their power rather than the real work that the Union should be doing:
 - Increasing our membership (especially post – Janus)
 - Reducing our operating costs and expenditures to keep the Union solvent.
 - Reigning in cronyism and favoritism.
 - Fighting against the pay cuts, loss of benefits and contributions the State of California took from us.



Contract Negotiations Under New Leadership!

- Under leadership from President Richard Louis Brown, the Union will negotiate differently than it has in the past.
- We need to bring all state employees into the process.
- Build our power to be ready to STRIKE, it's the only real source of Union power.



Contract Negotiations Under New Leadership!

Need to Strengthen Geographic Pay (Article 11.16)

- Geographic Pay Differential of \$250 per month.
- Applies to employees who work in Orange, Santa Barbara, Santa Cruz and San Luis Obispo counties.

11.16 Geographic Pay Differential

Effective the first day of the pay period following ratification, but no sooner than July 1, 2020, SEIU Local 1000 represented employees, whose worksite is located in Orange, Santa Barbara, Santa Cruz, or San Luis Obispo counties, shall receive a differential of \$250 per month. This differential shall not be considered as compensation for purposes of retirement contributions. Employees on IDL shall continue this differential.

In the event a worksite is relocated from the counties listed above this differential shall cease at the end of the month the relocation occurs.



Contract Negotiations Under New Leadership!

Need to Strengthen the Dignity Clause (Article 5.11)

- Dignity along with substantial wages increases are the only priority!
- Dignity will no longer be defined and decided by CalHR.

5.11 Dignity Clause

The State is committed to providing a workplace where all employees, regardless of the employee's classification or pay status, are treated by supervisors and managers in a manner that maintains generally accepted standards of human dignity and courtesy. Employees alleging they have not been treated accordingly may file a grievance. The decision reached at Step 3 (CalHR) shall be final.

Contract Negotiations Under New Leadership!

Need to Strengthen Holidays (Article 7.1)

- Juneteenth will be added to our Contract!

ARTICLE 7 - HOLIDAYS

7.1 Holidays

- A. Full-time and part-time employees, except civil service exempt Unit 3 employees in the California Department of Education (CDE), shall be entitled to such observed holidays with pay as provided below, in addition to any official State holidays declared by the Governor.
- B. Premium holidays shall include: January 1, the last Monday in May, July 4, the first Monday in September, Thanksgiving Day, and December 25.

Regular holidays shall include: the third Monday in January, the third Monday in February, March 31, November 11, the day after Thanksgiving.

The holidays are observed on the actual day the holiday occurs with the following exceptions:

1. When November 11 falls on a Saturday, full-time and part-time employees shall be entitled to the preceding Friday as a holiday with pay.
2. When a holiday falls on a Sunday, the following Monday, not Sunday, shall be treated as the holiday for purposes of this Article.
3. If an employee's work schedule encompasses four (4) or more hours on the holiday, the employee will be compensated in accordance with this Article. An employee shall receive compensation for only the observed or actual holiday, not both.



Contract Negotiations Under New Leadership!

Bargaining Power Comes from Membership Power

- We will increase our membership.
- We will be tough negotiators at all the bargaining tables.
- Tough negotiations have to go hand in hand with building our readiness to strike – as history has shown, this, not lobbying, is our most powerful tool.



Questions?