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UNION UPDATE

LOCAL 1000

SEIU
Stronger Together

Prison dental assistants win scheduling rights

Successful grievance leads to post and bid implementation

Local 1000 helped prison dental assistants win a new post and bid scheduling system as part of an ongoing grievance fight that also led to a \$1.5 million settlement in 2014.

Under the new post and bid system, employees will be able to bid on 90 percent of the shifts to be filled with only 10 percent to be filled at the discretion of management. The bidding starts April 1 with the new schedules to be implemented this summer for 550 dental assistants who work for the California Department of Corrections and Rehabilitation (CDCR).

“This is one of the highest percentages for post and bid in the state,” said Rionna Jones, chair of Bargaining Unit 20. “Getting post and bid for our



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—**Margarita Maldonado**,
Local 1000 Vice President for Bargaining



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— **Rionna Jones**, Chair of Bargaining Unit 20

dental assistants has been a priority of our team for years. It is a credit to the hard work and creativity of our members that we were finally able to achieve this victory.”

“Post and bid was the second victory in the arbitration settlement,” Jones said “The state presented us with the opportunity to think creatively about a solution, and we were able to agree on a solution that would benefit all dental assistants in CDCR with the post and bid process.”

In 2014, dental assistants received lump sum payments to settle a grievance that dated back to 2007 when CDCR management—under then Gov. Arnold Schwarzenegger—unilaterally stopped paying a \$100 monthly differential for registered dental assistants.

“This victory is an excellent example of the real representation and contract enforcement that is at the core of Local 1000’s purpose,” said Margarita Maldonado, vice president for bargaining. “We used the bargaining process to right an old wrong and then win new scheduling rights for our members.”

MEMBER PROFILE:

Bobby Roy

Taking the Local 1000 Path to Success



The strongest steel is forged from the hottest flame. Like in the case of Bobby Roy, an Education Programs Consultant with the California Department of Education, life's turns can feel like Hell, but the heat can forge your strength and push you toward success. It also helps if your army in battle is Local 1000.

In 2000, Bobby Roy's mother, a preschool teacher at the YMCA, died and left the 21-year old with their South Sacramento house and the care of his grandmother. His mother also blessed him with a concrete goal for survival.

"When my mom died and I did her final tax returns," Roy said, "I saw that she had earned \$17,000 that year. That immediately put in my mind the goal 'I need to earn \$17,000 a year.' If I could do that, I knew I could maintain the household."

A friend helped him get a job as a student assistant at the Department of Education. That small success put him back on his feet during a traumatic time and helped him keep the house. Roy was hired full time as an Office Technician in 2006 and joined Local 1000, which helped his career take off.

On April 15, Local 1000 will be out in full force on the National Day of Action in the Fight for \$15 and a Union, demanding that corporate America pay all workers a living wage. Local 1000's commitment to economic justice for all Californians means we stand strong for fair wages.

Although the movement was born four years ago from the poverty of fast-food workers—many of whom were displaced from good-paying jobs during the last

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—Bobby Roy, Local 1000 Steward

Thanks to the career development provisions in the Local 1000 contract, Roy was able to advance rapidly and to finish the college degree that was sidetracked by his mother's death. He was given an

Individualized Development Plan (IDP) to move up to the Staff Services Analyst level, then to the Associate Governmental Program Analyst and then to Education Programs Consultant, his current position. His modest goal of \$17,000 long surpassed, Roy has almost tripled his salary since his initial Office Technician job. His grandmother died in 2010, but he still lives in his mother's house where he's been able to provide a

home for his cousin and her son.

Roy's ability to save his home, care for his family and make a successful career is a perfect example of Local 1000's commitment to serving our members at their worksites and in their lives beyond the job.

"I wouldn't have been able to do what I did if it weren't for the provisions that were in the contract. It took a union to get that," Roy said. "It's a privilege that's been fought for. I wouldn't be here if not for the union."

economic downturn—healthcare workers, airport laborers, childcare providers, homecare assistants and even adjunct professors with advanced college degrees have joined the fight. The Sacramento rally on "four-fifteen" will focus on the preposterous practice of paying college professors—among others—poverty wages.

Local 1000 members are leading the Fight for \$15, because low wages hurt the economy and the middle class.

Call to Action for All Working Families

FIGHT for FIFTEEN on 4-15

Mark your calendar to join the National Day of Action "4/15." To find a rally near you, visit the Local 1000 website seiu1000.org/fight-15-union

Come out to make our voice even stronger and help us make history!

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