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2015

UNION UPDATE



CCHCS making the switch to electronic record keeping

Local 1000 members will take part in pilot program

Local 1000 bargaining leaders are helping launch a new electronic records system that will streamline health care services in state prisons. Called Electronic Health Records System (EHRS), the system will begin its rollout in October.

EHRS will be a single system for laboratory information, health records, diagnoses, pharmacy and medication management. California Correctional Health Care Services (CCHCS) is instituting the new system in hopes that the new technology will create an integrated pharmacy solution to provide ordering, dispensing and medication delivery. The EHRS will also provide an integrated scheduling system for patient appointments.



"We are cautiously optimistic about the rollout and will monitor the progress to ensure the benefit for our members and the patients in their care."

—Kim Cowart, chair
Bargaining Unit 17

Local 1000 member leaders attended a May 29 presentation from the CCHCS project team and learned about the pilot program rollout that will begin at Folsom State Prison, Folsom Women's Facility, Central California Women's Facility and California Institute for Women on October 27. Central fill pharmacy, health records and CCHCS headquarters will go live simultaneously with the pilot. Studies have shown that electronic health records have the potential to lead to better outcomes for patients, but there are also serious concerns about accuracy and usability. "We are cautiously optimistic about the rollout and will monitor the progress to ensure the benefit for our members and the patients in their care," said Kim Cowart, registered nurse and chair of Bargaining Unit 17.

Local 1000 members will attend a program simulation presented by the project team in early July. As the team continues to gather information, the union will need your feedback and concerns. Email us with your concerns about the implementation of the CCHCS' new EHRS at unit20@seiu1000.org or unit17@seiu1000.org

Steward retaliation case a win for Local 1000

Adverse actions removed after union challenges manager's actions

Swift and decisive action by Local 1000's legal department shut down a hostile manager's suppression of our members' right to conduct union activities at Department of Social Services (DSS). The union's determination to not let bullying behavior stand forced DSS to agree to completely withdraw spurious charges against our members.

"We'll do whatever it takes to get these kinds of bogus adverse actions removed," said Tamekia N. Robinson, vice president for



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—Tamekia N. Robinson, Local 1000
Vice President for Organizing/Representation

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Most of the problem interaction took place between members who are DLC leaders and one manager who was scapegoating union members in an "us vs. them" atmosphere he had created. Internal "impartial" incident investigations baselessly put the blame on the members, who were

punished with adverse actions for filing "dishonest" claims.

To find relief, Local 1000 brought the manager's behavior to the State Personnel Board (SPB). We also filed Unfair Labor Practice charges with the Public Employee Relations Board (PERB) as well as several grievances for contract violations. DSS conceded, and the adverse actions were withdrawn.

Opening up to a world of possibilities

Monterey County member steps up to become honored activist

When Jose Eric Alcaraz joined Local 1000, he got more than workplace representation; he discovered a conduit to the larger community issues he had wanted to be involved with all his life. "It's the outlet I needed," Alcaraz said.

A lifelong resident of Monterey County who works as an Office Technician at the Correctional Training Facility (CTF) in Soledad, Alcaraz joined the union immediately after becoming a state worker in 2007. He began steward training shortly thereafter. Alcaraz had more to give to his fellow employees so he also serves as a District Bargaining Unit Representative (DBUR) for DLC 741 and a delegate to the Monterey Bay Central Labor Council (MBCLC).

When he was ready to expand his activism from the worksite into bigger issues, Alcaraz found Local 1000—with our many organizing initiatives that reflect our core values—to be an invaluable

"We are a union, but we are part of the community ... and the community is us."

—Eric Alcaraz, Local 1000 steward, DBUR and activist

tool in working with other community groups.

"Because of Stand Up and Take Charge, the Regional Communities of Leadership and the Purpose Statement, we joined with the Central Labor Council and became part of the core team for COPA," Alcaraz said of Communities Organized for Relational Power in Action, which unites faith groups, public schools, labor and nonprofits to build leaders in the community. COPA is currently close to securing \$500,000 in needed medical care for Monterey County's uninsured and undocumented population.

Alcaraz' engagement with COPA is a perfect example of how Local 1000 helps our members make meaningful change through interacting with the larger world outside



the worksite. "The work that we do is just work; it's only part of a life," he said. "We have all these other things. There are so many ways of outreach."

For Alcaraz, reaching out is a natural part of being a member of his union. "We are a union, but we are part of the community ... and the community is us," Alcaraz said.

His fellow activists and labor leaders have been impressed with Alcaraz' efforts: Earlier this year he was named "Unionist of the Year" by the MBCLC for his union commitment as well as his work with groups such as COPA. He is humbled by the award but also validated. "This is kind of a natural outgrowth of the way that I am: I want to help people. I was made for these roles."

And Alcaraz sees his personal development as intertwined with his union: "As Local 1000 grows, so do I," he said.

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— REMEMBERING —

Derrick Hodges

July 25, 1962 — June 8, 2015

On June 8, Local 1000 members and staff were shocked and saddened to learn we had lost Derrick Hodges in a tragic car accident. He moved many people this year when he shared his personal family stories in support of child care reform at the state legislature.

Derrick served as a steward at the State Controller's Office where he worked as a Program Technician and was recently elected District Bargaining Unit Representative in BU 4. He was a familiar face at rallies and at election times because of his willingness to volunteer.



Only 52 years old, Derrick is survived by his mother and his three children. His union brothers and sisters will miss him deeply and send heartfelt condolences to his family.