

AUG 26
2015

UNION UPDATE



Members move legislation at the Capitol

“We make a difference at the Capitol when we organize, build coalitions and project the power of 95,000 members.”

—*Yvonne R. Walker, Local 1000 president*



Our members bring Local 1000's values to the capitol

Local 1000-backed bills moving towards the governor's desk

A team of Local 1000 member activists are at the Capitol today to talk face-to-face with lawmakers and their staff in support of bills sponsored or backed by Local 1000.

Politics is one of the important ways that our union brings change to our members' lives. We maximize our impact at the Capitol by empowering members to lobby on issues they have identified as priorities.

“We're making politics matter by having meaningful conversations with the state's decision makers,” said Yvonne R. Walker, Local 1000 president. “We make a difference at the Capitol when we organize, build coalitions and project the power of 95,000 members.”

Each of the six bills cleared key legislative committees earlier in the year, and Local 1000's goal is to drive them all the way to the governor's desk for signature.

Local 1000-supported bills:

AB 1293

State Contracts & Outsourcing

Prevents the state from using personal service contracts when it causes the displacement of state employees. This would strengthen Local 1000's long, hard fight against wasteful outsourcing. From Assemblymember Chris R. Holden (D-Los Angeles).

AB 840

Nurses and Patient Safety Act

Prohibits nurses from being compelled to work mandatory overtime beyond their regularly scheduled work day or week, with limited exceptions. Passage of this bill would enhance safety for patients, state workers and their communities. Carried by Assemblymember Sebastian Ridley-Thomas (D-Los Angeles).

AB 874

Judicial Council representation

Helps state employees at the Judicial Council gain the right to vote for union representation. Those workers currently do not enjoy the same workplace and collective bargaining rights as their executive branch counterparts working in the same job classifications. Carried by Assemblymember Anthony Rendon (D-Lakewood).

SB 343

CDCR Librarians and Inmate Community College Incentives

Adds Unit 3 librarians to the CDCR rehabilitation team and reflects their role in preparing prison inmates for successful parole. The bill also adds incentives for the completion of two- and four-year college degrees. Carried by Senator Loni Hancock (D-Oakland).

AB 466

State Re-hiring Practices

Clarifies the state's rules on rehiring state employees who have previously left a state job under a negotiated settlement. AB 466 is carried by Assemblymember Kevin McCarty (D-Sacramento).

AB 769

Adverse action investigation deadlines

Streamlines the state's civil service employee discipline process by requiring most investigations to be completed in one year, as is already the case with law enforcement employees. Carried by Assemblymember Reggie Jones-Sawyer (D-Los Angeles).

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

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seiu1000.org

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Making a positive change in workplace conditions



“The LAPS program gives stewards the tools to be effective leaders and represent their coworkers”

—Tamekia N. Robinson
Vice President for Organizing/Representation

Steward organizes coworkers to institute telework option at Dept. of Insurance

When Annie Chao took a poll of her coworkers at the Department of Insurance (DOI) in Los Angeles, she found that many had a desire to telework.

A new steward out of the Leadership Apprentice Program for Stewards (LAPS), Chao immediately put her training to work researching options that would help meet that need. LAPS had provided her with a steward toolkit of organizing actions to win important workplace rights for her coworkers.

“I started with the contract,” Chao said. “I found there’s a provision in there for teleworking.”

So she put together a plan and pitched it to her director and

another manager who passed it up to a manager’s meeting, where the proposal was met with some skepticism. But after addressing concerns about work habits and technology, Chao’s plan was ready to move forward.

“People are excited about this,” Chao said of the plan, which was adjusted to start at one day every two weeks instead of every week and to use department laptops instead of home computers.

Chao, who came to DOI from the private sector where she had no contact with unions, credits winning telework for her coworkers to her training.

“LAPS gave me a way to have workplace conversations,” she

said. “Just knowing the right people to contact was so important.”

“The LAPS program gives stewards the tools to be effective leaders and represent their coworkers,” said Tamekia N. Robinson, Local 1000 vice president for organizing/representation. “Our stewards learn how to connect with others and share union values.”

Chao created real workplace change when she formed deep relationships with her coworkers and then organized them to improve their work lives.

“Once you know your rights, there is a lot you can do,” Chao said.

For more information go online: seiu1000.org/become-steward

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Members’ and stewards’ rights in enforcing our contract

Article 2.6: Steward Time Off | **Article 2.7:** Employee Time Off | **Article 2.8:** Union Steward Protection

Your Local 1000 contract guarantees:

- Employees are entitled to reasonable state time off, during work hours, to confer with a steward or union representative.
- Employees’ release time is subject to approval by the employee’s supervisor.
- Stewards are also given state time off, during work hours, for representational purposes.
- Stewards’ release time is subject to prior notification and approval by the steward’s immediate supervisor.

How to take action

If you feel your rights have been violated and/or your supervisor will not approve reasonable time for the meeting, contact your steward or the Local 1000 Member Resource Center at **866.471.SEIU (7348)**.