

SEP 9
2015

UNION UPDATE

LOCAL 1000

Stronger Together



Organizing for dignity

Custodians at Yountville ignite movement for respect in Unit 15

Organizing by our members at the Yountville Veteran's Home is changing a culture of disrespect and abuse there and sending a message to other worksites in Bargaining Unit 15 that solidarity works and that we are always stronger together.

The members are custodians who have endured bullying at the hands of the housekeeping supervisor that includes berating staff in private and in public, using favoritism, punitively changing or doubling work assignments and using a "white glove" test to grade performance. And, in a clear and disturbing violation of our members' rights, the supervisor consistently singled out for harassment members who were seen talking to Local 1000 staff or member leaders.

Our members decided it was time to push back. After an initial Joint Labor Management Committee (JLMC) meeting where management rejected outright Local 1000's demand for a walk-up post-and-bid process, the Yountville custodians organized

an action for the following JLMC on August 20. They marched on that meeting, bursting into the room and presenting all parties with copies of a petition demanding a walk-up post-and-bid. Additionally, members and Local 1000 representatives served notice to the abusive boss that, should he harass, berate or retaliate against one more member, we would organize against him personally.



"Members are standing up for each other now. They don't feel disconnected anymore."

—**Maria Patterson**
Chair of Bargaining Unit 15

The action made a huge impression; the members won both the walk-up post-and-bid and a reprieve from the housekeeping supervisor's bullying.

And our Yountville members' chants of "Yes we can" and "Si se puede" are ringing out all over Unit 15: On September 2, custodians at Napa State Hospital decided to

hold their own march, demanding a fair post-and-bid process for themselves—and to be treated with dignity.

"Members are standing up for each other now," said Maria Patterson, chair of Bargaining Unit 15, of the unity of the organized custodians. "They don't feel disconnected anymore."

Heeding the Call

New steward uses Local 1000 to extend her community impact

When Meghan Burkhart was growing up in the San Joaquin Valley, her father worked in the migrant farm camps. That influence gave Burkhart two important perspectives on the world: that we are tied to the land by the food we eat and that the hands that provide the labor can join together to raise each other up.

So when Burkhart entered state service two years ago working in the call center at the Department of Consumer Affairs (DCA), signing on with the union that represents 95,000 state workers was as natural to her values as buying California-grown produce.

“It was pretty much instantaneous,” she said. “I started going to the worksite meetings, started asking a lot of questions.” She enrolled in the Leadership Apprenticeship Program for Stewards (LAPS) just before completing her first year at DCA.

Burkhart found all the components of the comprehensive LAPS programs useful, but for her, shadowing at the Member Resource Center (MRC) provided the most relevant parallels to her own job as well as meaningful insight into how Local 1000 works.

“Sitting there and listening to the calls come in and to how the MRC reps handle it when they reference the contract or generate a referral is valuable information for someone who’s trying to learn how to navigate the process for our members.”



“Ultimately, we’re trying to protect Californians: our friends, our families, our neighbors. For me, it’s all tied together.”

—Meghan Burkhart
DCA

Burkhart has her hands full with her work at DCA and her steward duties as well as being a mother to her son, but her deep commitment to social justice embodied in Local 1000’s purpose statement drives her to keep going.

“Ultimately, we’re trying to protect Californians: our friends, our families, our neighbors,” she said. “For me, it’s all tied together.”

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
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Task Force recommends minimum wage increase

Battle for economic justice continues on many fronts

Last week, Sacramento’s Income Inequality Task Force recommended an increase in the city’s minimum wage to \$12.50 an hour by 2020. The recommendation will now go before the City Council for review and public comment before a final decision is reached.

“We have raised the debate about income inequality and will continue the fight for fair wages throughout California so that no one who works full time lives in poverty,” said Yvonne R. Walker, Local 1000 president.

Our fight for economic justice continues on a number of fronts. Working with a coalition of faith-based and community organizations, Local 1000 is working to improve and expand access to early childhood education. At the same time, we seek to provide more and better job training to create a stronger



President Walker speaks at Local 1000’s Income Inequality Town Hall in Sacramento

and more diverse workforce and affordable housing for low-wage workers.

“Achieving economic justice for our members and all Californians is at the core of Local 1000’s Purpose Statement,” said Walker. “We hope to add Sacramento to the growing list of cities increasing the minimum wage and making the middle class stronger.”