

**FEB 03**  
**2016**

**UNION UPDATE**



# Meet members of your bargaining team at a Local 1000 town hall



## Learn about the bargaining process and give your feedback

Bargaining for our new contract begins later this spring, and already our represented employees are attending town halls up and down the state to meet members of our bargaining team and to share the issues most important to them.

In more than two dozen town halls scheduled up and down the state, members are getting their questions answered about the bargaining process and identifying their priorities. Among the issues discussed: workplace conditions, job classifications, upward mobility and pay increases.”

“Meeting with our members and gathering their feedback is just the first step in winning a fair contract,” said Local 1000 president Yvonne R. Walker. “We must all be informed, we must all be engaged and most of all, we must all be ready to work hard for what we want in this new contract.

## Use your voice!

The Local 1000 bargaining team is comprised of more than 60 member-elected state workers who are now working to listen and learn about the issues most important to the members they will represent at the bargaining table. Our bargaining team is collecting



*“We want to hear from as many members as we can. This is our contract, and our future, and together we can make the difference.”*

**—Yvonne R. Walker**  
*Local 1000 President*

information at the town halls in the form of member comments and, more importantly, results from a comprehensive bargaining survey offered to town hall attendees.

In March, our bargaining team will compile the results gathered from our members in an effort to create contract proposals that best represent their priorities.

“We want to hear from as many members as we can. This is our contract, and our future,” added Walker.

“Together, we earned a fair contract that included pay raises. We can do even better—if we choose to stand up and take action. It’s our union. Our contract. Our future,” said Walker.

## Attend a Bargaining Town Hall Near You

Here is a list of our upcoming town halls. For specific location and time details, please visit [seiu1000.org/townhalls](http://seiu1000.org/townhalls)

Date	City
2/6/16	Fresno
2/6/16	Oakland
2/9/16	Redding
2/10/16	Burbank
2/11/16	Ventura/Oxnard
2/13/16	Sacramento/Elk Grove
2/16/16	Bakersfield
2/17/16	Ontario
2/17/16	Visalia

Date	City
2/18/16	San Jose
2/20/16	Eureka
2/24/16	Carson
2/25/16	Palmdale
3/2/16	Fresno
3/3/16	San Luis Obispo
3/4/16	Susanville
3/7/16	Anaheim
3/8/16	Sacramento



To RSVP, call the Member Resource Center at **866.471.SEIU** (7348) or visit us online at [seiu1000.org/rsvp](http://seiu1000.org/rsvp)

## Contract enforcement fight ends in \$25K settlement at DPH

### State department ignored seniority preferences for overtime assignment

A Bargaining Unit One member received a \$25,000 lump-sum settlement in arbitration after a grievance filed with the support of Local 1000 members and staff was denied at every level. The member, a Health Program Specialist I at the California Department of Public Health (CDPH), was being denied extra work assignments—Duty Officer Positions--that were rightfully his due to seniority.

Contract enforcement—protecting our hard-earned rights—is a priority for Local 1000. It starts with members and their stewards, who monitor workplace conditions and how the state interprets contract language. When a member feels their rights have been violated, they often work first with a Local 1000 steward who has been trained to evaluate the situation and, where necessary, engage the representational resources of our union.

A Duty Officer position in DPH is a rotating assignment involving overtime work and special “on-call” duties. The member applied several times for the

Duty Officer opportunity, but was denied, allegedly, because he did not have the right combination of skills and attitude. The member had seniority over others who were selected, and he believed he was more qualified for the special assignment.

Our contract states that overtime should be awarded based upon seniority in cases where overtime is prevalent and there are more than three equality qualified employees who would like the work within a work unit.

Local 1000 continued to pursue the issue, despite repeated denials of the grievance. In arbitration, the member was granted a lump sum settlement. Because of the settlement, DPH is reevaluating its selection criteria.

“The collective strength of our workers standing together with our representation team made this result possible,” says Tamekia N. Robinson, vice president for organizing/representation. “The state never would have made such a big settlement without the threat of union power.”



*“The collective strength of our workers standing together with our representation team made this result possible.”*

—Tamekia N. Robinson  
Vice President for Organizing/Representation

### Resource Center

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

### Website

seiu1000.org

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1000 *for* Local 1000

## Build Our Team...Build Our Future

### Become a member of the Local 1000 Action Team today

**Becoming an Action Team Leader is making a commitment to serve as a critical and integral part of building the strength and power of our union. Local 1000 Action Teams will be worksite-based and will focus on building success in 2016 in the areas of bargaining, politics and worksite issues.**

### Members of the Local 1000 Action Teams will:

- Build a team of activists and leaders in their worksite
- Increase communication among members in their worksite
- Grow power through increased membership, COPE and activism
- Mobilize their coworkers to take action and move our Local 1000 program

### Join with us now for a stronger future!

Make a commitment today at  
www.seiu1000.org/1000for1000 or call the  
Member Resource Center at 866.471.SEIU (7348)