



# Contract Enforcement Wins For Members

**Local 1000 members, stewards and staff are working together daily on matters of contract enforcement.**

Three Associate Environmental Planners at the Fresno office of Caltrans came to Local 1000 for help because they were working out of class. We forced the state to address the contract violation, staff gathered documentation and filed a grievance. The grievance was denied at the first level, but Local 1000 kept the pres-

**Leave denial/sick leave win**

Working with her Local 1000 Union Steward, a member at State Fund was able to reverse two leave-based issues. The first was an unreasonable denial of a leave—requested months in advance—because of a task assigned to that member on that particular date. Closer examination showed the task was a “20 minute job” that could be accomplished by a coworker. The leave was rightfully granted.

like sick leave and working out of class. And, according to Local 1000 Vice President for Bargaining Margarita Maldonado, the value of representation is twofold: bargaining a strong contract and enforcing it.

“Members standing behind our bargaining team created our strong contract,” says Maldonado. “Members standing together to enforce it makes it a powerful tool.”



*“Members standing behind our bargaining team*  
**CREATED OUR STRONG CONTRACT,**  
*and members standing together*  
**TO ENFORCE IT**  
*makes it a powerful tool to create real change in the workplace.”*

**—Margarita Maldonado**  
*Vice President for Bargaining*

sure on to address the problem, elevating the grievance until the state ultimately admitted the employees were indeed working out of class and granted the grievance.

The three were awarded a combined \$10,600 in back pay.

In the same month, the same supervisor requested a doctor’s note from the member for a one-day sick leave absence. Again, with the help of her Local 1000 Steward, the member prevailed.

Without union representation, state workers would have no recourse for workplace issues

With contract negotiations beginning in April, we have the opportunity to make this next contract even stronger. “If we are united and speak with one voice at the bargaining table,” says Maldonado, “we can increase the protections and benefits that improve all of our lives.”

## Use Your Voice

Attend A Bargaining Town Hall

Date	City
3/4/16	Susanville
3/7/16	Orange County
3/8/16	Sacramento

RSVP at [seiu1000.org/rsvp](http://seiu1000.org/rsvp)



Fill Out The Bargaining Survey

Available Online  
**March 1**

[www.seiu1000.org/survey](http://www.seiu1000.org/survey)

Your Voice Matters!

# UNION INFORMATION

## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

**Facebook**  
[facebook.com/seiu1000](https://facebook.com/seiu1000)

**YouTube**  
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**Twitter**  
[twitter.com/seiu1000](https://twitter.com/seiu1000)



## Unit 1 Bargaining Team



Negotiations for our 2016 contract begin in April, and Local 1000's 63-member bargaining team is in place and deep in preparations, training and strategizing to bring the 95,000 state workers we represent the best contract we've ever had.

The bargaining team represents the union at the negotiating table and is made up of members from the nine bargaining units represented by Local 1000. Issues that affect all represented employees such as pay, benefits and retirement are negotiated at the master table while each of the nine bargaining teams negotiate unit-specific issues.

Bargaining Unit 1's 20-member team negotiates on behalf of more than 45,000 state workers in numerous professional classifications.

The Unit 1 bargaining team receives support from staff in our Contract department, researchers and attorneys who work with the bargaining team on contract language and bargaining strategies.

Members of the Unit 1 bargaining team have been attending town halls and gathering input from members, identifying key issues that will guide the development of unit-specific and master table issues.

Serving on the bargaining team is selfless work and a huge investment of time and energy. Camille Mahan-Carr says she joined the team to improve the working conditions of state workers.

"I want to set up a better future not only for my children but all future generations that become state workers," she says.



*"When we go to the table, we take the voices of all our members with us. It's a big responsibility, and we take it very seriously."*

**—Brenda Modkins**  
Chair, Bargaining Unit 1

Unit 1 Chair Modkins agrees that serving on the team is an opportunity to make a difference.

"When we go to the table, we take the voices of all our members with us," says Modkins. "It's a big responsibility, and we take it very seriously."

Unit 1 Bargaining Team			
Brenda Modkins, Chair <i>DOJ</i>	Crystal McCray <i>CalEPA</i>	Jean Colyer <i>DOT</i>	Roderick Bowie <i>CSL</i>
James Zoes, Vice Chair <i>BOE</i>	Delia Avila <i>FTB</i>	Karen Devoll <i>CDCR</i>	Stuart Bennett <i>PERS</i>
Susan Rodriguez, Alt Vice Chair <i>SCIF</i>	Donna Van Schijndel <i>FTB</i>	Michelle Pantages <i>CDCR</i>	Howard Ballin <i>DOJ</i>
Camille Mahan-Carr <i>EDD</i>	Harry Price <i>CalOES</i>	Paul Romero <i>CDPH</i>	Bonnie Berger <i>SCIF</i>
Claudia Gambaro <i>MIL</i>	Irene Livingston <i>EDD</i>	Neal Johnson <i>CalRecycle</i>	Troy Phillips <i>DWR</i>

To follow the work of Unit 1 and all contract negotiations, visit [seiu1000.org/our-union-our-contract-our-future](http://seiu1000.org/our-union-our-contract-our-future)