

APR 05  
2017

UNION UPDATE

SEIU LOCAL 1000

# IT RECLASS TEAM

Returns to the Table with the State

Our Information Technology Reclass team met with state negotiators March 24 to continue our efforts to update and consolidate decades-old job specifications for more than three dozen outdated IT job classifications.

After a four-month gap since the last meeting at the table, the state provided some answers, their plan for moving current classifications into the newly created classifications and a copy of the new classification specifications.

The state's presentation raised a whole new set of questions about the impact of the move from current to the new classifications including: probationary periods, upward mobility and skill requirements.

"Our team is carefully reviewing every aspect of this huge undertaking to ensure that the core values established by our IT Reclass Team are met by this agreement," said Margarita Maldonado, Vice President for Bargaining.

Those priorities are: to ensure there's "no harm" to employees caused by the consolidation; that IT professionals are recognized for their vital contribution to the state; a fair selection process to support classifications; appropriate tools used within a responsible time frame; training and education; and the goal of making California the employer of choice.

"We're working in close partnership with the state to modernize the IT classification system and making sure our members' priorities are met," added Maldonado.

Our team is scheduled to return to the table with the state on April 19.

Stay current with the IT Reclass project here: [www.seiu1000.org/it-reclass](http://www.seiu1000.org/it-reclass)



OUR IT RECLASS TEAM MEETS WITH THE STATE ON MARCH 24

Resource Center

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

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# WORKSITE ACTION TEAMS BUILD WORKSITE POWER

Our union continues to build strength and power in the workplace with an ever-growing list of Action Team members who are building on the momentum we created during bargaining.

Action Teams are the backbone of our union. They are the leaders and activists who amplify member communications, mobilize coworkers to take action and grow our ranks so we have more power.

Throughout the state this month, our Action Team leaders are meeting to discuss some of the emerging challenges to our jobs, our families and

our communities, such as navigating the new administration in the White House and fighting back against attacks from corporations and anti-worker groups who seek to stop us from joining together in a union.

“More than ever, becoming part of an Action Team is vital to protecting our rights and winning economic security for our families,” said Ruth Kiker, a union leader and Associate Information Systems Analyst who works at CalTrans in Redding.

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*Ruth Kiker*

*Job Steward, CalTrans*

## MAISAH ALI

### ACTION TEAM LEADER PROFILE

Maisah Ali wanted change at her workplace and—instead of sitting on the sideline—she stepped up for what she believed in. For more than a year, she’s been one of our Action Team leaders.

Ali is a 12-year state employee who works at the Department of Business Oversight (DBO) in Los Angeles as a Senior Financial Institutions Examiner. She first became active in our union by completing our steward training program, LAPS, in 2016.

As our contract negotiations began, she decided to organize her coworkers around two issues of importance at DBO – pay parity and a recruitment

and retention differential. Her Action Team purpled up in support of our bargaining team and wrote letters to both the department’s commissioner and the director of CalHR.

After we won a 5% recruitment and retention differential at the bargaining table, Ali continues to engage with her fellow members for pay parity and is signing up new members and bringing new activists to our union.

“Nothing will change if you’re complacent and watching from the sidelines,” she said. “The more we stand up and the more we inspire each other, the stronger we are.”

**“Nothing will change if you’re complacent and watching from the sidelines. The more we stand up and the more we inspire each other, the stronger we are.”**

*Maisah Ali*

If you’d like to become part of a Worksite Action Team, talk to your job steward or call the Member Resource Center at **866.471.SEIU (7348)**.