

PELICAN BAY NURSE WINS \$250K SETTLEMENT

After two years of legal challenges, Local 1000 recently helped DLC 749 Vice President and Chief Steward Ryan Charmbury reach a \$250,000 settlement after CDCR management at Pelican Bay engaged in a pattern of both unfair discipline and retaliatory behavior.

Charmbury, a Registered Nurse, was a worksite activist in 2014, helping fellow members to challenge management practices with regards to denials of leave and giving voluntary overtime to registry staff before state employees.

That same year he also engaged in activities protected under the Whistleblower Protection Act, including reporting management's refusal to send a patient for outside care who subsequently died of hypothermia, reporting management's efforts to cover this up and reporting threats of violence against staff made by nursing management.

He was subsequently placed on ATO, denied a merit salary adjustment and given a performance evaluation with all "needs improvement" ratings, after having never had concerns about his performance raised previously.

In August 2015, our Union filed an unfair labor practice with the Public Employment Relations Board (PERB) alleging retaliation for protected union activity.

One month later, Charmbury was terminated for three minor incidents from 2014.

Our Union filed an appeal of the discipline and a Whistleblower Retaliation Complaint with the State Personnel Board (SPB), and amended the

PERB charge to assert the dismissal was also retaliatory.

In Sept. 2016 and April 2017, nine days of trial were held at PERB, with the SPB matter being held in abeyance. Prior to the PERB decision being issued, SPB ordered the discipline appeal and whistleblower retaliation complaint go to hearing.

On October 30, 2017, the first scheduled day of the SPB hearing, Charmbury and CDCR reached a settlement agreement for the discipline to be revoked, Charmbury to resign and Charmbury to be paid a lump sum of \$250,000.



"I'm glad I chose to be a member of Local 1000. This settlement demonstrates the power of our union by protecting our hard-earned rights to be safe from unfair and undeserved discipline."

-Ryan Charmbury

DLC 749 Vice President and Chief Steward

#iChooseMyUnion

*"I CHOOSE MY UNION BECAUSE IT
GIVES ME AND MY COWORKERS AN
OPPORTUNITY TO NEGOTIATE A HEALTHY
AND SAFE WORKPLACE."*

**VANESSA SEASTRONG, UNIT 17 REGISTERED NURSE, PATTON STATE
HOSPITAL JOB STEWARD, DLC 704, BARGAINING UNIT 17 DBUR**



Craig Wilson Stepping Up for His Coworkers

Craig Wilson chooses his union because he wants to make sure “workers have a voice.”

He’s using his voice as a union leader: he’s a Job Steward for District Labor Council 799 and is a member of the Joint Committee that’s working to protect and preserve the rights and working conditions of members during the restructure of the Board of Equalization and the establishment of the California Department of Tax and Fee Administration.

Wilson is a Staff Information Systems Analyst, and he’s applying experience gained in state service to “be a voice for staff concerns regarding the restructure,” he said.

The BOE restructure represents a major overhaul that affects over 3,600 represented employees who work for BOE and CDTFA in Units 1, 4, 14 and 21. Through the Joint Committee, a team of 10 affected member representatives have been meeting with CalHR and the new departments to assess impacts and make joint recommendations to make this restructure a success. Meetings are held monthly.

“We want to avoid any negative impacts from the restructuring work we do for California taxpayers and our members” said Wilson. He’s focused on the pending implementation of CDFTA’s new online system, CROS (Centralized Revenue Opportunity System).

“I choose my union because together we protect our members and our work by using the power of our collective voice.”

—CRAIG WILSON
STAFF INFORMATION SYSTEMS ANALYST, CDTFA,
JOB STEWARD, DLC 799, MEMBER OF CDTFA
JOINT COMMITTEE



— Protect your pensions and health care benefits —

Vote Bilbrey in CalPERS runoff election



**Michael
Bilbrey**

In the recent CalPERS election, we endorsed two candidates for the CalPERS Board of Administration. We were successful in electing David Miller for Position A, while Michael Bilbrey faces a runoff election starting this week.

Electing Bilbrey helps us protect our pensions and health care benefits, and, by choosing a strong union, we have the power to choose our CalPERS representatives.

- Works as the Bookstore Operations Coordinator, Citrus Community College
- He will continue advocating for all CalPERS members
- He will strengthen CalPERS while maintaining openness and transparency
- He will defend the public employee pension system from outside attacks



Your ballot package arrived in the mail in November. Instructions on how to vote are included in your ballot package.

Vote online, by telephone or by mail by Dec. 11.

For more information call the Member Resource Center:
866.471.SEIU (7348) or visit voteunion.com

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