

AUG 15

2018

# UNION UPDATE



# We're building power for our next contract negotiations

## FIGHTING FOR SAFE WORKING CONDITIONS, VALUE FOR OUR WORK AND SUSTAINABLE CAREERS

Our power to make change comes when members choose to engage at our worksites, with the state, in the legislature and in our communities. Already members are working to prepare to bargain our next contract.

Our current contract—the largest in state history—was won through the actions of thousands of union members standing up and fighting for what was important. Together, we won an 11.5% pay increase. More than 50 classifications received special salary adjustments, and we secured more professional development opportunities, improved working conditions and better scheduling of our work and leaves.

We're building power to negotiate advances in three areas: safe working conditions, value for our work and sustainable careers. Members are making politics matter by lobbying legislators at the Capitol for commitments of support; building community partnerships; and bargaining via task forces to engage the state on key issues in advance of contract negotiations. We're also collecting stories from members on how these issues affect their lives at work and at home.

### Safe Working Conditions

Our members need safe environments to provide quality services to our communities—free from bullying and harassment, safe from workplace hazards and unhealthy indoor climates. We fight for the right tools to do our job.

In one example, our members are working to protect patients, nurses and the public by reducing/eliminating the dangerous practice of mandatory overtime as a staffing tool.

### Value For Our Work

Value for our work means our members can work for the state and have affordable housing, health care, transportation and child care—with the ability to live in and contribute to the communities we live in. Our GeoPay Task Force is already working to address a wide variety of economic issues that deeply affect our members, while another member-led group is working to see that our members have the expertise necessary to remove any barriers to state services for those Californians that need translation.

### Sustainable Careers

When our members have the opportunity to grow and flourish in their state service careers, their work lives improve, as does the quality of the services they provide. That's why we're fighting to provide even more of the opportunities that are critical to having a sustainable career in state service.

We're taking action to get ahead of technology to ensure that our members are not displaced by changes in technology. We believe that when California invests in its workforce, it becomes the employer of choice.

**Join us and take action as we build power to win a contract we can all be proud of.**

Call the Member Resource Center at **866.471.SEIU (7348)**

or contact us by email:

[sustainablecareers@seiu1000.org](mailto:sustainablecareers@seiu1000.org)  
[safeworkingconditions@seiu1000.org](mailto:safeworkingconditions@seiu1000.org)  
[valueforourwork@seiu1000.org](mailto:valueforourwork@seiu1000.org)



***"I choose my union because when we stand together we have a united voice that protects our hard-earned contract and future."***

Angelica Miller, High Desert State Prison  
President, District Labor Council 792

# Members standing up to enforce our contract at DMV

## DMV HEAT TEAM WINS PROTECTIONS AGAINST UNREASONABLE SCHEDULES

When the DMV unilaterally proposed new operating hours at more than 100 offices with a short notice and no discussion with our union over the impacts of such a change—a hard-earned right granted in our contract—members came together to ensure reasonable working conditions for all DMV employees.

DMV wants to open offices an hour early, at 7 a.m. to help alleviate long wait times caused by a high demand for REAL ID, the new form of driver license that complies with federally-established minimum standards for government-issued IDs.

Starting Oct. 1, 2020, Californians without a REAL ID will be unable to board domestic flights or enter federal buildings and military bases. It's possible that DMV will process as many as 20 million applications by the Oct. 1, 2020, deadline.

On Aug. 1, the Local 1000 DMV Heat Team met with representatives of the DMV to continue negotiations over the implementation of REAL ID and the significant impacts on our members' lives caused by a workday that would start an hour earlier.

"The DMV Heat Team is a group of 15 member leaders working in DMV offices across the state," said 15-year Heat Team member DeLeon Secret, who works in the San Pedro DMV office and is president of DLC 724. "Our Heat Team leaders represent the interests of their coworkers and engage them to build better worksites."

In the Aug. 1 meeting, the Heat Team secured the following commitments from DMV: to pull back the expansion of the 7 a.m. start time to more than 100 offices that was scheduled to take place on Aug. 9, 2018; to provide a full 30 days' notice for changes in the work week so the union can meet with the state to discuss the impact of any changes; and that all employees who volunteer or are mandated to do overtime on Saturdays will have their mileage reimbursed in accordance with Section 12.1 of our contract.

The DMV Heat Team will meet with the department every six weeks to discuss emerging issues with customer wait times, resources, security and other topics related to REAL ID. These meetings are slated to continue until Dec. 2019.

"Over the years, the DMV Heat Team has developed trust and a productive working relationship with management. When DMV wanted hundreds of our members to report an hour earlier to work, we knew we needed to go to the table and make our members' voices heard" said Tom Krieger, a member of the DMV Heat Team and the Unit 4 Bargaining Team. "By standing together, our members are now involved in working with DMV to create innovative solutions to reduce wait times while respecting the lives of the workers we represent."

Bring your issues, suggestions and concerns to the table. **Contact the SEIU Local 1000 Member Resource Center at 866.471.SEIU (7348).**



**"When DMV wanted hundreds of our members to report an hour earlier to work, we knew we needed to go to the table and make our members' voices heard."**

**Tom Krieger, DMV, San Diego  
DMV Heat Team Member, Unit 4 Bargaining Team**

### Resource Center

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

### Website

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## Become a member today!

**Being a member makes a difference when we fight for our rights in the workplace. Join now ... we are stronger together!**

**[seiu1000.org/join-local-1000](http://seiu1000.org/join-local-1000)**