

APRIL 3
2019

UNION UPDATE

LOCAL 1000
SEIU
Stronger Together



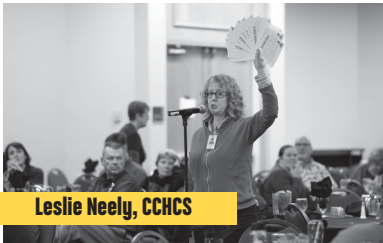
David Ramirez, CCHCS



Regina Brooks-Fewell, HBEX



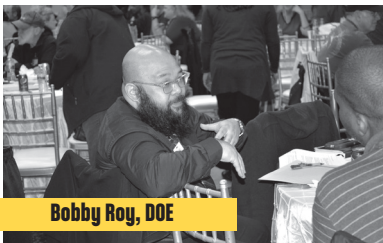
Joseph Stremel, CCHCS



Leslie Neely, CCHCS



Chandrika Bhatt, DSH



Bobby Roy, DOE



David Johnson, CDTFA

STAND UP SPEAK UP GET ENGAGED IN WINNING A NEW CONTRACT ATTEND A TOWN HALL

Our Town Halls provide an important opportunity for our members to get engaged in the bargaining process, to share ideas and to educate one another about the issues that matter most to us in our upcoming contract.

At Town Halls across the state, members are meeting their bargaining team, learning about the bargaining process and discussing how to come together to win a contract that reflects our union values. More than a dozen additional Town Halls are scheduled through April 27.

RSVP for a Town Hall

Town Hall locations, dates & times available online

seiu1000.org/townhall-schedule

RSVP online or by calling the Member Resource Center at

866-471-SEIU (7348)

**Take the next step:
Fill out an online bargaining survey**

Members: share more detail about
what you'd like to see in the contract

seiu1000.org

UNION INFORMATION

Resource Center

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

Website

seiu1000.org

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PROTECTING OUR HARD-EARNED RIGHTS

Union leaders working together to enforce contract provisions

Our contract is a hard-won document that governs not only our wages, benefits and working conditions but also includes hundreds of articles that govern how we do our work, schedule our leaves and how we interact with our supervisors. When we stand up and stand together against violations of those rules, we receive the full benefit of the contract we all worked so hard to win. Here are some examples of wins our members recently achieved:

WIN: UNFAIR APPLICATION OF DEPARTMENT'S SICK LEAVE POLICY

When a member working at DHCS was told she would be AWOL for not contacting the department "in a timely fashion" according to a "department policy," she asked for a copy of the policy she allegedly violated. She received a notice that she would not be considered AWOL and that the department would submit, explain and notify department employees of a policy that didn't exist at the time of the alleged "violation."

WIN: VACATION DENIAL REVERSED

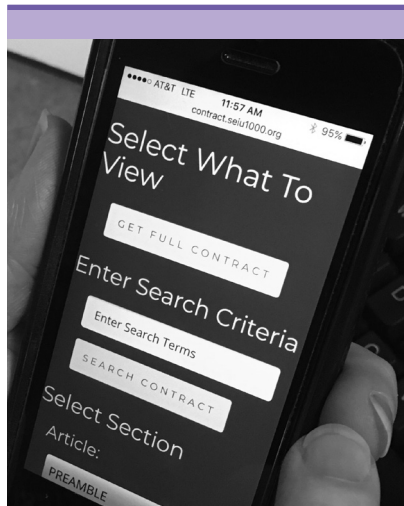
A DHCS employee was denied a vacation request—submitted more than four months in advance—for "operational need" without additional justification. During an informal meeting with the supervisor, upcoming workloads were discussed, and our union representative successfully argued that denial of a request made well in advance was unreasonable and unjustifiable. The member, who kept careful records, was able to illustrate a previous example of a similar request made, which was granted, under similar department workloads.

WIN: REVERSAL OF CORRECTIVE MEMO, ADVERSE DISMISSAL

A DMV employee, who had obtained a doctor's note enabling him to care for two family members, received a corrective memo, a denial of union leave for steward training and then an adverse dismissal ... all because the health provider used an incorrect birthdate on the note. With the help of our union representative at a Skelly hearing, the note was proved to be legitimate, the member's file was purged of the adverse paperwork, and he's now participating in our Leadership Apprentice Program for Stewards (LAPS).

WIN: SCHEDULE CHANGE FOR COLLEGE CLASSES APPROVED ON APPEAL

After submitting an Individual Development Plan and an upward mobility application at DCA, our member requested a minor schedule change, asking to begin work 15 minutes early (at 6:45 a.m.) two days a week to attend college classes. Her supervisor denied the request, offering the use of leave credits as an alternative. The department claimed the early start was outside of approved hours of operation, but an investigation by the employee and our union representative found others, including managers, beginning work as early as 6:30 a.m. The supervisor approved the change and volunteered to meet with the employee at the beginning of each semester to address future schedule needs.



KNOW YOUR RIGHTS

Use Our Contract Search Tool

Have a question about sick leave or vacations? Are you working out-of-class? Our online search tool offers easy-to-use access to hundreds of articles that govern our wages, benefits and working conditions. You can search by simple key words, or you can read article-by-article.

contract.seiu1000.org



Still have
questions about
your contract?

Call the
Member Resource Center

866.471.SEIU
(7348)