

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 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 – UNIT 15 SHOE ALLOWANCES AT SCHOOL FOR THE DEAF, FREMONT

Despite winning a shoe allowance for Unit 15 custodians in our 2016 contract—language that includes an annual \$500 uniform replacement as well as \$100 each year for safety footwear—members at the California School for the Deaf, Fremont, hadn't been paid for this important benefit. Our member leaders, working with the Local 1000 Union Resource Center, filed a grievance and won full payment of not only the 2020 allowance but unpaid allowances dating back to 2016, putting thousands of dollars into our custodians pockets. **More info: Article 12.11.15, Uniform Replacement Allowance, at contract.seiu1000.org**

WIN – UNIT 14 OUT-OF-CLASS INCLUDES 1 YEAR OF BACK PAY

One of our members, working at the Office of State Printing, believed his regular duties went beyond the job specs of Printing Press Assistant II. Working with his union steward, he gathered the appropriate documentation to prove he had been performing the duties of a higher paid classification. A grievance was filed, advancement was granted, and the member received a full year of back pay. **More info: Article 14.2, Out-of-Classification Grievances, at contract.seiu1000.org**

WIN – UNIT 17 MANDATORY OVERTIME LANGUAGE ENFORCED

While we've made advances in our long fight to eliminate mandatory overtime for Unit 17 and 20 members working in prison health care facilities, it's still an issue across the state. Our contract precludes mandated overtime on a regular day off—which begins at the conclusion of an employee's normal shift. When one of our Registered Nurses working at a Central Valley prison was mandated to work immediately at the end of his normal work week, a grievance was filed. As a result, management was ordered to cease and desist from this practice. **More info: Article 19.14.17, Overtime Scheduling, at contract.seiu1000.org**

Taste of SEIU celebrates Food, Family, and community



Celebrating the "Recipes from the Women We Love," our fourth annual Taste of SEIU event brought together union members and their families for an evening of fellowship and fine cuisine.

Hosted by DLC 721, the talents of a dozen member-chefs and professional chefs from the community were showcased, and included a special appearance from Paul Raney, a union brother from SEIU 721/Los Angeles.

Creating relationships and building community away from our jobs speaks to the heart of our Local 1000 Purpose Statement, and attendees from across the city welcomed old friends as well as our newest members from DLC 850 - the recently added employees from the California State Bar.

UNIT 1 RECRUITMENT AND RETENTION COMMITTEE BEGINS WORK

Joint union/state effort will identify, review impacted classifications

Recruitment and retention (R&R) of skilled state workers is a union value, and efforts are underway to identify Unit 1 classifications whose workloads are adversely affected by the state's ability to hire and maintain a proper workforce.

One of our hard-fought advances in previous contracts created the opportunity for a joint effort between Local 1000 and CalHR to identify impacted classifications and to recommend solutions for improvement.

This contract provision (Article 5.17.1) was expanded in the last contract. Now, members of all Unit 1 classifications—regardless of their past participation in the Civil Service Improvement review or receipt of a Special Salary Adjustment—are eligible for consideration.

Applications are now being accepted from members who believe their classification faces such issues. Each application will be reviewed by a team of Unit 1 Classification Bargaining Unit Representatives (CBURs) and a list of 10 classification series will be selected for a joint review with CalHR.

Selection of a classification for review does not guarantee a special salary adjustment. Unit 1 members are encouraged to apply online at seiu1000.org

Applications must be completed and submitted no later than 5:00 p.m. on Tuesday, March 31, 2020.



"This is an opportunity for Unit 1 members, using the power of our contract, to work together to make positive change in their jobs and at their workplace."

- Susan Rodriguez, Unit 1 Chair

TASK FORCE MAKING ADVANCES FOR UNIT 15 CUSTODIANS

Our Unit 15 Allied Services workers includes civil service custodians, laundry workers, supervising cooks, and food services employees in the prisons and other state institutions. They boast the highest percentage of membership of all our bargaining units—more than 90%—and they're using their power to make real advances in the workplace.

The statewide Custodian Task Force is just one example. For the past four contracts, our Unit 15 members have identified issues, and we've brought them to the state for resolution.

Recently, the Task Force fought to make uniform guidelines standard across the state. Despite a ruling two years ago, a change to polo shirts and cargo-style pants hasn't been applied everywhere, and the regulations are now being applied "uniformly," providing needed improvement in working conditions.

The challenge of ever-increasing parking costs is being addressed. Parking ranges widely across the state, while pay scales do not. The Task Force is working on more reasonable solutions for our Unit 15 workers in an era where parking costs range from \$25-\$90 or more per month.

We won contract language where workloads were distributed more evenly, based on square footage; now, we're working to rotate those workloads through different parts of the building to ensure a truly fair workload for each custodian.

The Custodian Task Force meets again in May, August and November. If you have issues you wish to be addressed, send an email to unit15@seiu1000.org



"The Custodian Task Force is driven by the power of our active, engaged membership. When we're all involved, we can make a difference in our jobs and in our working conditions "

- Maria Patterson, Unit 15 Chair