

Members kick off first phase of contract campaign with surveys and 'Listen-up' meetings

Bargaining surveys due back February 29; available on-line at www.seiu1000.org



Two dozen Unit 1 DHCS members participated in a Listen-up meeting in Sacramento, giving input on the upcoming contract negotiations. Listen-up meetings continue throughout February.

Members are filling out and returning hundreds of bargaining surveys every day.

"We already have thousands of surveys," said Yvonne Walker, Local 1000 vice president for bargaining. "This is the first step in building momentum for contract negotiations."

Todd Snell, a research program specialist and DLC 768 steward, says members are excited about the survey and know their opinion matters.

"The bargaining survey is a vehicle to get involved and show the state we're serious," he said. "The most important thing for our membership is to step up as leaders, encourage our co-workers to fill out surveys, come to 'Listen-up' meetings and participate in the Contract Action Teams."

Local 1000 research analysts and the elected bargaining council are review-

ing answers submitted on each survey. Bargaining priorities for negotiations will be based on members' input.

"It's not about me, me, me – everyone must work together because we need solidarity to protect our benefits," said Mila Pierre, an associate administrative analyst. "I filled out my survey because I also want to be heard about the importance of protecting our benefits."

Other members say that in light of the \$14 billion state deficit, filling out these surveys has never been more important.

"I put in my survey that we need to retain a cost of living adjustment," said Tim Cox, a staff services analyst in the Department of Corrections and Rehabilitation. "I want to be realistic about this contract so let's prioritize what we want in it."



Russell Snyder
Business Services Officer

"I asked for more training and education."



Tamara Harris
Office Technician

"We need better protection for stewards and union members."



Todd Snell
Research Program Specialist

"The contract is only as good as the members' involvement."



Betty Muela
Office Technician

"No take aways."

KNOW YOUR RIGHTS

YOUR UNION CONTRACT PROTECTIONS

Members' and stewards' rights in enforcing our contract

Article 2.6 - Steward Time Off

Article 2.7 - Employee Time Off

Article 2.8 - Union Steward Protection

Article 5.5 - No Reprisals

Your union contract contains hundreds of provisions designed to protect your rights, including compensated time off for representational purposes, and guarantees that you and your steward will not be discriminated against or harassed for exercising rights guaranteed by our contract.

Your Local 1000 contract guarantees:

- Employees are entitled to reasonable state time off, during work hours, to confer with a steward or union representative.
- Employees' release time is subject to approval by the employee's supervisor (see next section if your supervisor denies your request).
- Stewards are also given state time off, during work hours, for representational purposes.
- Stewards' release time is subject to prior notification and approval by the steward's immediate supervisor.
- Additional stewards can also be granted time off under this section if agreed to by all parties.
- Managers and supervisors cannot interfere with a steward's work in representing employees or enforcing the contract.
- Managers and supervisors cannot impose or threaten to impose reprisals, or otherwise restrain or coerce union stewards in representing employees or enforcing the contract.

If your supervisor claims that the time requested is unreasonable and will not approve of the meeting, you should:

- Ask your supervisor when would be a reasonable time to meet with your steward.
- Assess the situation and remind the supervisor that the contract says "shall be granted reasonable time off."
- Make sure the supervisor approves a time that will not delay your ability to meet grievance timelines. The bottom line is the supervisor must approve a time for the meeting.

How to take Action:

Contact your Local 1000 steward or the Union Resource Center in your area if you feel your rights have been violated and/or your supervisor will not approve reasonable time for the meeting. Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance.

For more information regarding your rights and stewards' rights, review your contract at www.seiu1000.org.

Local 1000 litigation gets CDCR to back down in efforts to discipline longtime union steward

Local 1000 prodded the California Department of Corrections and Rehabilitation to back down in its efforts to unfairly discipline a longtime union steward in the accounting department at the Correctional Training Facility in Soledad.

"I've been a steward since 1991, and I was just trying to do my job," said Bob Kersch, who was disciplined for actions as a union steward on Oct. 11.

A manager accused Kersch of having an unauthorized cell phone in his office. Kersch maintains the disciplinary action was retribution for speaking out as a steward in employee meetings. Kersch quickly contacted the Local 1000 Union Resource Center which alerted the Local 1000 legal department. Together they filed an unfair labor practice charge on Kersch's behalf before the Public Employee Relations Board.

On Feb. 8, just before the PERB hearing, the state agreed to a settlement that included destruction of all files related to disciplining Kersch. Under the settlement, the state also acknowledged the right of Kersch and other employees to engage in union organizing activities.

"I'm happy management backed off," Kersch said. "I know it was only because Local 1000 stuck up for me."

It professionals begin negotiations on reclassification proposal

Local 1000's IT bargaining team will begin formal negotiations on February 22, on the state's proposal to consolidate IT classes by more than half and begin a new exam and selection process.

"The current system is more than thirty years old and needs to be restructured," said Margarita Maldonado, Chair of Bargaining Unit 1. "But the state's proposal raises some major concerns for IT professionals and we'll address those concerns at the table."

The major concerns that Local 1000 will address in these negotiations, which are separate from negotiations for a new contract, include:

- Pay equity;
- Including all IT classes in proposed consolidation;
- Recognizing the institutional knowledge of current IT professionals;
- Including all IT work in the examination process;
- Establishing on-going review process.

"Our responsibility at the table is to insure that the proposed classifications are reasonable and that compensation and testing is fair," Maldonado said. "But all IT professionals need to help us by getting involved especially if we have to stage group actions to show our concern."

The Local 1000 IT bargaining team will negotiate with the state every Friday until a tentative agreement is reached. An IT bargaining e-mail update will be sent out every Friday. If you currently do not receive IT e-mails, but would like to receive IT bargaining e-mail updates, please go to www.seiu1000.org and click on **Action Alerts**.

FOR MORE INFORMATION, CALL LOCAL 1000 TOLL FREE: (866) 471-SEIU (7348) or visit our website: www.seiu1000.org

SACRAMENTO (916) 554-1200 • **SACRAMENTO OUTLYING** (916) 554-1300 • **OAKLAND** (510) 452-4357

LOS ANGELES (323) 525-2970 • **RANCHO CUCAMONGA** (909) 466-5044 • **FRESNO** (559) 226-0756 • **SAN DIEGO** (619) 624-0515



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