

The Importance of Change

November 3, 2021



Change

Change is part of life; it happens whether we want to change or not and it can bring out strong emotions. Some people are very resistant to change and that is understandable because there is comfort in the familiar. There are many kinds of change that we will touch on in this article.

Change of Direction

Earlier this year the membership voted to elect a new President. After 13-years the membership wanted change. We can all speculate *why* this happened but the “*why*” is not important, the fact is the majority of dues paying members, who voted, wanted a change in leadership. Organizational change is a normal part of the democratic process.

We highlighted above that resistance to change is a natural human reaction, defiance to change in an organization like Local 1000 can be problematic. Some of the problems within our labor organization have been written about and expressed before so there is no need to travel that same ground again.

However, we do need to make one very critical connection as it relates to change. There is a small group within the Board of Directors who are very resistant to change and are desperately trying to return to the status quo. They made a personal assessment, *within six-weeks*, that the membership was incorrect in the election and a change in leadership was not warranted.

Change Out of Necessity

We are in a whole new dynamic since COVID. For many of our union brothers and sisters the way we work, where we work, and how we interact have all changed. Old processes are having to adjust to this new environment, and we must recognize that continuing to cling to the status quo no longer provides any benefit to our organization or its represented employees.

Recently, the statewide leadership correctly assessed the *organizational model* that had been used for years to attract new members is no longer applicable in this new paradigm. Local 1000 is working to change to a *representational model* by providing new resources and training so that we can strengthen and grow our union once again. This means members can expect their union will be there to support and represent them in the workplace when they need it.

Positive Change

A quote often attributed to Albert Einstein states “The definition of insanity is doing the same thing over-and-over and expecting a different result.” President Richard Louis Brown recognizes that if we are to survive as a viable organization we must adapt to this new environment. Failing to alter our approach or desperately clinging to the status quo is not an option.

The amount of time and energy being expended in resisting progress, fighting change, and vetoing the membership vote is not change, its negative movement. We no longer cling to a negative energy that seeks to drag us backward to where we came from, that is why we have elections.

Change is human, it challenges us to grow and make it better. Change forces us to adapt to new situations and problem solve. We must develop new ideas and strategies to meet the environment and not shrink when faced with change. President Brown has promised a new culture in our union, one that is built on positive energy and a positive direction.

Welcome to a new day.



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Local 1000

Essential Worker Premium Pay Petition

Petition summary and background	Represented employees of Local 1000 are seeking essential worker premium pay from Governor Newsom, for working during the emergency order in California amid the pandemic.
Action petitioned for	We, the undersigned represented employees of Local 1000, formally urge Governor Newsom to act now to provide essential worker premium pay from the \$76 billion in state surplus funds. We urge this action in recognition of our dedicated daily efforts during the Covid-19 emergency order in California.

Print Name/DLC	Signature	Worksite	Comment	Date
Richard Louis Brown		CDIAC	YES for essential worker premium pay.	10-7-2021



Pay Petition

Essential Worker Premium Pay Petition

Petition summary and background: Represented employees of Local 1000 are seeking essential worker premium pay from Governor Newsom, for working during the emergency order in California amid the pandemic.

Action petitioned for: We, the undersigned represented employees of Local 1000, formally urge Governor Newsom to act now to provide essential worker premium pay from the \$76 billion in state surplus funds. We urge this action in recognition of our dedicated daily efforts during the Covid-19 emergency order in California.

Contact Information

First Name Last Name

Email

Yes, sign me up for email updates.

Additional Information

District Labor Council (DLC) (Optional)

Employer Name (Optional)

Comments: (Optional)

Signature

Member** VS **Non-Member

representation and benefits

MEMBER

- *Legal representation*
- *Assistance in contractual & non-contractual related issues*
- *Discipline appeals to SPB*
- *Rejection on probation appeals to SPB*
- *Merit appeals to SPB*
- *AWOL appeals to CalHR*
- *Insurance & assistance services*
- *Affordable group rates & discounts*
- *Scholarship opportunities*
- *Purchasing Power*
- *Home loans*
- *Leadership & career development opportunities*
- *A voice and a vote on negotiating your contract*

NON-MEMBER

- *You only receive assistance in contract related issues, such as grievances and arbitration*
- *One-time union representation provided if you have an initial investigatory interview*
- *No representation in discipline, rejection on probation, merit or AWOL appeals*

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CSEA

Member Benefits

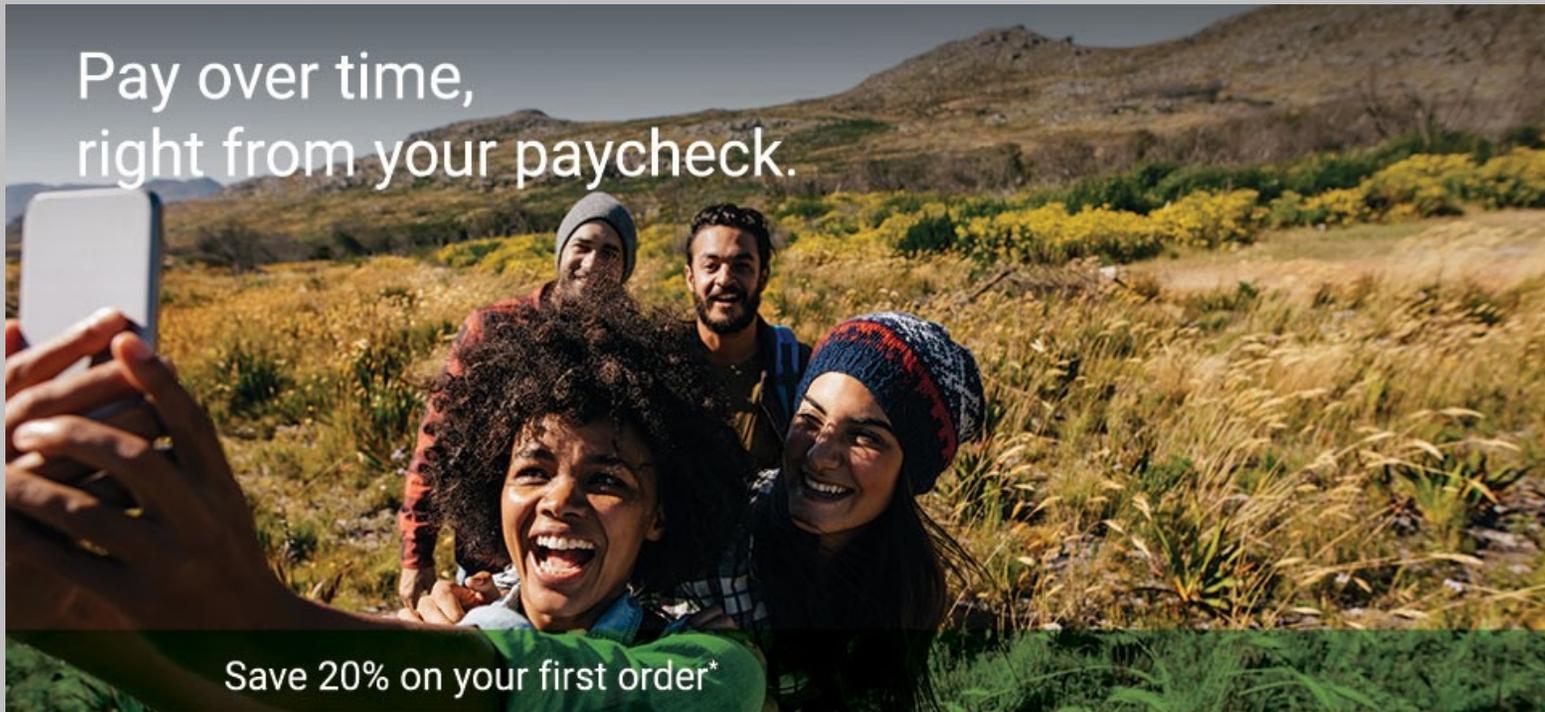
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Charles N., Michigan



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A graphic illustration of three shopping bags. The largest bag in the foreground is purple with a white handle. Behind it, a green bag with a white handle is visible, and further back, a red bag with a white handle is partially seen. The bags are set against a blue background.



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Member Benefits

916-326-4283



From: Tracy McCabe <eastcoast7195@gmail.com>

Sent: Wednesday, October 27, 2021 10:48 AM

To: Brown, Richard <RLBrown@SEIU1000.org>; askRLB <askRLB@SEIU1000.org>

Subject: Telework Stipend and overall comments

Hi Richard,

I wanted to reach out with some comments, hoping you will read this and that my opinion matters. First let me say, I believe I read somewhere you are prior military - thank you for your service to our country. Additionally, I think you are doing a fantastic job, in a very tough political climate. Change management is never easy, but please keep doing what you are doing. I do not support the conduct of those on the Board etc. who oppose you and therefore, feel it's okay to cause such mayhem, and act in such an extreme unprofessional manner. They do not represent all Union members with that anger fueled hate speech against you.

My comments with respect to Teleworking and the stipend are that I am hoping you continue to push for 100% remote work, for those who have positions that support working remotely. As for the telework stipend being negotiated, I am hoping you will not settle for the \$50 some other Unions have settled for. I would not be happy with this, given the massive revenue reported by the Governor and the massive savings by not having office space overhead, with so many remote workers absorbing that on their end. My SMUD, PG&E, and Sacramento Water bills are higher than ever in the 20 years I have lived in this home. I do NOT have a department issued laptop nor cell phone, so had to purchase a work laptop and mouse at the onset of the pandemic, which requires annual anti-virus software renewal etc. Yes, we are all saving gas from not commuting, but overall, even Comcast has gone up this month, which I use at home for high speed Internet (rent modem/router) to VPN into work. I was told by Comcast, it's all for state and federal fees, almost \$7 per month. I am often low on my Verizon data each month on my cell phone for using it for work. So, with saying all that, there are far beyond \$50 per month expenses due to teleworking. And, I hope you will fight for the telework stipend to back date to March 2020. We deserve that.

I signed your petition for essential worker pay and really hope that is pushed for and back-dated to March 2020. I personally work long hours (OT) and did not even take a minute off the first 6 months of the pandemic. And then, it was only a sick day here and there, not much at all to-date. Things are busier than ever and state workers holding it all down should be considered by the Governor. He is doling out millions to other segments of the California population, and has forgotten us completely.

Sorry to rant, but I love my job at DOJ, but it was a hit to lose 9.23% of my income for a year. I fully support you in demanding much more than \$50 per month for a telework stipend. More like \$250 or at least \$150 per month seems fair. And, not to have it run through SCO, where it's taxed almost in half like the \$260 healthcare stipend, where I take home roughly \$162 per month after taxes. That is outrageous.

And please keep fighting for not having vaccine mandates. What a violation of my privacy. I reported "decline to state" and it was not popular to do so. I asked hard questions and seemed to be the only was on my team doing so.

Please keep doing what you are doing Richard! The change is needed in this state and Union. You have my full support.

Stay safe & take care,

Tracy McCabe, MPA 916-838-7900

From: S Cooper <sec95815@yahoo.com> **Sent:** Wednesday, October 27, 2021 10:47 AM **To:** askRLB <askRLB@SEIUIOOO.org>
Cc: sec95815@live.com
Subject: Petition for essential worker compensation

Richard,

I am not in agreement with the way you are going about this demand for essential worker pay. Granted my knowledge is limited to my scope of feedback and input. I work for DGS at the Ziggurat and we have been given tremendous latitude in finding our best, safe work environment. The vast majority of DGS workers are at some level of telework status. In such, even though we are considered essential workers, we have been allowed to stay safe and out of harm's way. This is contrary to the premise of essential worker hazard pay, which is intended for first responders, who put themselves in harms way.

Is there a reason why our union is not going back and seeking restoration of our income lost to the furlough program which was wrongly imposed on us.

State workers are sick and tired of being the first line of fiscal defense for the State of California.

With all the surplus, we partially provided through the 10% savings of the furlough program, the State should return to us the lost income of the furloughs. The days we missed were not by choice but closer in nature to a work lock out, which we didn't want or ask for.

By the way, put the "No Furlough Clause" back into our contract.

Samantha Cooper

Sr Real Estate Officer

CA Dept. of General Services Asset Management Branch

First Name:

Steffanie

Last Name:

Nelson

Department:

CDCR

Personal Cell Phone Number*:

9162972857

Personal e-mail:

steff.nelson623@gmail.com

Message:

Hi there, I just wanted to thank you all for doing the petition for us to get essential worker pay, I hope we get it.. especially considering that the State is buying Tesla's that are over \$40,000 each for (at least) 6 prisons, just so the Warden's who make over \$10,000 a month can drive them. I've heard that other State departments are also getting these Tesla's. This sort of thing is frustrating as a State worker who has served CDCR Folsom State Prison correctional officers, executive, medical and free staff throughout the entire pandemic, making sure that their salaries, overtime, benefits and retirements were just right. Thank you for fighting for us.

Stay Connected*:

Keep me updated with periodic text updates

THE HATERS

Jonah Paul

November 2, 2021 at 1:31pm

527 Views as of 6:47am on November 3, 2021

I love 97.5. It's the best station for music in Sacramento, but it's not a politically neutral station. It is owned by the Black Chamber of Commerce who tend to (but not always) take political stances that I strongly disagree with as a union activist. When one scholar was invited on the air to speak about about one America's greatest labor leaders, A Philip Randolph, he was constantly talked over and interrupted by the host. I was so frustrated I had to call in to politely ask the host to let the man have a chance to get his opinion across. You have to look through the hype. He may have good intentions, but this is a stunt like all the rest.

2h Like Reolv

From: ehd@fastmail.com
To: [Brown, Richard](#)
Cc: [Walls, Anica](#); [Francina Stevenson](#); [SEIU 1000 Miquel Cordova](#)
Subject: CHANCELLOR'S OFFICE UNION MEMBERS 100% BEHIND PRESIDENT BROWN
Date: Wednesday, November 3, 2021 8:47:37 AM

Dear President Brown,

On Nov 1-2, 2021, I conducted a poll of SEIU1000 members who work at the Chancellor's Office of the California Community Colleges. We are under DLC 794. I am the only job steward at that job site.

Should the portion of the SEIU 1000 Board of Directors who are subverting President Richard Brown's reform agenda: 1) Stop their interference and 2) Respect the voting will of the members who elected President Brown to carry out the reforms he promised to enact?

YES = 100%
NO = 0%

Going forward should the DLC 794 President and Bargaining Unit Chair consult with union members on matters pending before the SEIU 1000 board, in order to get their advice on how to vote?

YES = 100%
NO = 0%

These results are consistent with those reported by DLC 785 President Wanda Yanez. She polled all nine of her stewards, and all nine did not support the effort to subvert your leadership and undo the will of the members who elected you.

Our job site plans to reach out to our DLC leadership, to request we be informed of board agendas in advance so that we can conduct similar polls, and then advise them how we believe they should vote.

With your permission I would like to briefly share these polling results at your meeting tonight, when it is my turn to speak during the open forum. I believe this is an essential model all DLC's should adopt---listen to the members, and do as they direct. (NOTE: I registered for tonight's meeting but so far I have not received a participation link).

Respectfully yours,

Eric

Eric L. Nelson, Ph.D.

Myth: A Board meeting cannot happen without the SEIU 1000 President unless they are incapacitated.

Facts: As stated, Mr. Brown chose not to attend; therefore, he failed to perform his duties as outlined in the SEIU 1000 Bylaws/Policy File.

Also, nowhere in the Bylaws/Policy File does it state a meeting cannot proceed unless the SEIU 1000 President is present. A quorum was present, and the only language specific to attendance states matters requiring a vote require a quorum.

Myth: SEIU 1000 Board members get a stipend.

Facts: The only Board members who get a stipend are the SEIU 1000 President; the VP/Secretary Treasurer; the VP/Organizing & Representation; and the VP/Bargaining (the 4 statewide offices).

These officers only get the stipend if they qualify based on their State salaries. Mr. Brown's authority does not include the ability to cut the other 3 officers' stipends.

Finally, the Governor's Office has no role in the SEIU 1000 Bylaws/Policy File or in the enforcement of it.

Myth: The October 16-17 SEIU 1000 Board of Directors Meeting was held in secret.

Myth: This meeting was "unsanctioned" and "out-of-order".

Facts: The meeting was publicized. Mr. Brown was notified 3 times. He elected not to attend.

Because the meeting location was offered for the Board's use free-of-charge, in-person meeting attendance necessarily was limited to Board members and support personnel to minimize the Board's liability/risk.

Finally, it is not the Board's practice to invite members the press to or to live-stream its meetings. A certified court reporter's full transcript of the meeting will be available soon.

Facts: Under the SEIU 1000 Bylaws/Policy File, Mr. Brown was required to call this meeting based on the request of a Board member and at the majority approval of the remaining Board members. Both criteria were met; Mr. Brown failed to do his duty as SEIU 1000 President.

Myth: The Board voted to remove Mr. Brown from his office as SEIU 1000's statewide President.

Facts: This was not on the agenda at any point; nor was any discussion to that effect proposed/entertained at any time during the meeting; nor did any removal from office occur. The procedures to remove any steward from elected office are spelled out in the SEIU 1000 Policy File, which is available for download at www.seiu1000.org.

Myth: The Board of Directors "rejects the results" of the 2021 SEIU 1000 statewide election.

Facts: The Board respects all processes that abide by the SEIU 1000 Bylaws/Policy File; therefore, it respects and abides by the election results.

However, when a duly elected officer of SEIU 1000 abuses their authority; fails to abide by SEIU 1000 Bylaws/Policy File; and targets those who disagree with them with smear campaigns; the Board will necessarily move as a collective to restrict that person's role. The Board has done this, and this action was above-board, transparent, and legal.

Thank you!