

# MEMBER EDUCATIONAL MINI SEMINARS (MEMS)

## Module 1:

# WELCOME TO MEMS AND HISTORY OF UNIONS

*In this module we will explore the following:*

- What is the MEMS program
- The History of Unions
- The Timeline of Local 1000
- Answer your questions about the Union

# What is the purpose of MEMS?

*Our members have asked the Union to provide information about how the Union started and what we offer our members today. So, we created the Member Educational Mini Series (MEMS). These Seminars that can be held at lunchtime or after work will:*

**Educate State Employees**

**Engage Members**

**Expand Membership & Stewardship**

# Educate State Employees

- Educate represented employees about the functions and benefits of Local 1000 through ½ hour mini-seminars.
- Explain the Bylaws and Policy File and responsibilities of the Executive Leadership, and the Local 1000 Board of Directors.
- Inform represented employees about the goals and future of Local 1000.

# Engage Members

- Create a channel for membership to express their concerns regarding worksite issues as well as prioritizing issues in preparation for Bargaining.
- Communicate directly with the membership regarding issues such as grievances, Bargaining updates, & potential Job Actions during negotiations.
- Emails, Surveys, Town Hall Meetings and access to your DLC DBUR's

# Engage Members (cont.)

- Communicate directly with the membership regarding issues such as grievances, Bargaining updates, & potential Job Actions during negotiations.

# Expand Membership and Participation

- With education and engagement our membership will increase
- MEMS will explain the path to Union activism and local or statewide leadership within Local 1000.
- MEMS will be a tool to recruit new and former members as they're made aware that Local 1000 is "Stronger in Numbers".

# List of all MEMS Modules

- Module 1: Welcome to MEMS & History of Unions
- Module 2: District Labor Council
- Module 3: Board of Directors
- Module 4: Bargaining Basics
- Module 5: Politics Matter
- Module 6: Union Committees
- Module 7: Representation
- Module 8: Organizing
- Module 9: The Role of the Job Steward
- Module 10: Apprenticeship
- Module 11: A Great Contract
- Module 12: Review of MEMS and Future of Local 1000

# What is the history of Unions

- Origin of Unions
- Union Membership
- Thank Unions for Workers Rights
- SEIU Local 1000 Timeline

# Origin of Unions

- Throughout its existence the labor movement has faced critical challenges to our mission to build a more just society. We have had to be creative and daring in our choices about the best way to meet those challenges.
- The decisions we have made throughout history and the lessons we have learned influence how we shape the struggle today.

# Origin of Unions

- The origin of labor unions dates back to the eighteenth century and the industrial revolution in Europe. During this time there was a huge surge of new workers into the workplace that needed representation.
- In the U.S., organized labor struggles go back to the late 18th and 19th century. In the 1830 and 40's mill girls and women working in Lowell, Massachusetts organized for better wages and working conditions and won significant victories.

# Origin of Unions (cont.)

- Decades later unions like the National Labor Union, the Knights of Labor and the IWW fought for better working conditions and the 8 hour work day.
- In the 1930's the Wagner Act created the first national right to organize for U.S. workers in private industry.

# Union Membership

- While private sector unions have declined, due in large part by the boom of small businesses. The private sector is making great strides to Unionize once again. Now we see large national and international companies fighting to become Unionized.

# Union Membership (cont.)

- However, membership in public sector unions continues to grow consistently. Seeing the benefits that the Union has to offer it's members.
  - a) Pay increases that on average are higher than private sector.
  - b) Retirement
  - c) Representation on the contract and disciplinary issues
  - d) Benefits

# Union Membership (cont.)

- According to the Department of Labor, in 2021 the number of U.S. workers who were union members stood at 14 million.

# thank unions

## For Workers' Rights

- Minimum Wage Laws
- Lunch Breaks
- Retirement Security
- Rest Periods
- Child Labor Laws
- Sick Leave
- Maternity Leave
- Family Leave
- Bereavement Leave
- 8-hour Work Days
- 40-hour Work Weeks
- Enforcing Discrimination Laws
- OSHA
- Overtime Pay
- Fair Salaries
- Paid Vacation Time
- Health Insurance
- Unemployment Benefits
- Safe Workplace Laws
- Paid Holidays
- Disability Benefits
- Worker's Compensation
- Standing Up for Working People
- Weekends

*Creation of the Middle Class • A Voice for the Middle Class*

These worker right were fought for and won by Union workers. They have now become so engrained into our society that we need to ensure that we never forget.

What the Union wins the private sector generally copies to be competitive.

Remember the fight for \$15? This was championed by the food service union and supported by SEIU Local 1000. We even used the fight to raise the wages of State Worker that were making under the \$15 an hour wage.

# SEIU Local 1000 Timeline

- In 1932, the California State Employees Association (CSEA) is created after State workers campaigned to pass a bill initiative, which created a retirement system for them, now known as Cal PERS.
- In 1978, The Ralph C. Dills Act was passed giving CSEA collective bargaining rights for State and University employees.

# SEIU Local 1000 Timeline

- CSEA affiliates with SEIU in 1984, creating SEIU Local 1000.
- In 2004, SEIU Local 1000 incorporated as a separate affiliate and took control of its finances and staffing.
- Currently, SEIU Local 1000 has over 54,000 members.

# Bargaining Currently Happening

- The Union take into account grievances filed to determine issues for bargaining.
- Surveys that are sent and returned from our members. These are sent to our Members emails.
- Bargaining also can use potential Job Actions during negotiations (i.e. decorating cubicles, solidarity breaks, Purple Up Wednesday).

# Bargaining Currently Happening! (cont.)

- SEIU Local 1000 sends out emails to keep our members informed.
- As we begin the Bargaining session. The Union will be seeking the input from our Membership in interactive ways.
- SEIU Local will be meeting with our members via Zoom and in-person Town Hall meetings.

# Bargaining Currently Happening! (cont.)

- Once a contract has been tentatively agreed upon. The Union will then ask the Members of the Union to
- As we begin the Bargaining session. The Union will be seeking the input from our Membership in interactive ways.
- SEIU Local will be meeting with our members via Zoom and in-person Town Hall meetings.

# Become a Member

- Which system would you prefer?
  - A. Retirement system that is guaranteed or
  - B. A 401K that Wall Street has control over with no guarantee?

\*If you choose (A) then you should be an active member to help the Union protect all of our Retirements.

# Become a Member!

## Union Membership: Stronger with You

Why membership matters! Without a STRONG UNION, our pension, benefits, health care and wages are at risk!

### **Have a voice:**

- Membership gives you a direct role in voting for our union's officers, electing our bargaining team and ratifying our union's contract.
- It empowers us to determine our union priorities, and it creates the leverage to be successful at the bargaining table. A strong membership base gives us the power to stand together to defend our benefits from constant attacks.

### **Receiving support:**

- Access to the union's legal department or professional representatives who have experience defending your rights in the areas that matter most—discipline, Skelly hearings, AWOLs, preventing outsourcing of state jobs and disability and leave protections.
- There is a death benefit worth up to \$3,000.
- Access to home loan benefits.
- Savings on hundreds of local services and products plus big discounts at theme parks and other venues

### **Growth as a leader:**

- Membership gives you the opportunity to shape the future you want to see for your family, friends and community. It provides you with access to tools to develop your leadership to defend our future.

# Connect with leaders at your worksite

You can find your DLC Leadership information on the SEIU Local 1000 website at:

<https://www.seiu1000.org/dlc-statewide-map>

# Connect with Local 1000 Staff

You can also get involved by connecting with your SEIU Local staff representative by calling the Member Resource Center (MRC)

**1-800-471-SEIU (7348)**

# Reflection

- How do you think knowing the history of unions will benefit you at your worksite?
- Do you have experiences that could improve or help others at your worksite?

**Thank you!**  
**Any questions?**