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**2013**

# UNION UPDATE



## DMV members prevail in fight for updated classifications & better pay

**Local 1000 and the Department of Motor Vehicles (DMV) reach an agreement on several new job classification specifications and increased compensation.**

Thanks to the relentless efforts of Local 1000 members, more than 4,000 DMV employees will enjoy new job descriptions and pay raises after a nine-year, member-driven campaign to recognize the scope and complexity of the jobs performed by our members. Three different DMV classifications have updated specifications and nine different classifications received increases ranging from 1.5 percent to 7.5 percent.



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**Margarita Maldonado**  
Vice President for Bargaining

to the table was amazing,” said Vice President for Bargaining Margarita Maldonado. “They were there not just for themselves, but for everyone who would be affected by the reclassification battle.”

The team ensured that feedback from the bottom up drove their conversations and member input was at the forefront of every proposal made throughout the entire process. “The work that we do is extremely complex. The information used to craft our proposed specifications came from our own members,” said team member Shelia Byars about the grass roots process. “Many surveys, questionnaires and one-on-one conversations were conducted to give us the evidence we needed.”

### **Victory won for members, by members**

Victory did not happen over night. The journey began in 2004, and throughout the years, members organized one of the strongest departmental networks in Local 1000. Members built their own “standing army” and mobilized for hundreds of activities including rallies, worksite actions and grassroots organizing. “We want to thank our members for participating in each of the events we’ve had,” said De Leon Secrest, who has been part of the Reclassification Team since it began in 2004. “I’m very happy to say that we will be compensated for all of our hard work.”

This victory is an example of members using contract provisions to improve working conditions and salaries,” added Maldonado. “Our new contract provides for 12 different labor management committees that empower us to continue working on key issues between rounds of contract bargaining.”

The members and leaders who saw the process through to victory agreed that the DMV win is a testament to the progress workers can achieve through organizing. “The leadership that this team brought

# Expedited Mini-Arbitration Procedure to help resolve grievances more quickly

## A new tool for better member representation

Our new contract contains a provision that will help our members resolve many pending grievances in a timely manner through an expedited arbitration process.

The full arbitration process can sometimes take years to resolve a case. In some cases, members who win have already transferred to other jobs or, in some cases, may have retired.



***“The Mini-Arbitration Procedure will force the state to deal with the issue – win or lose – instead of putting it off as long as possible.”***

***-Brenda Modkins***  
Chair, Bargaining Unit 1

Under our new contract, a standing panel of four arbitrators (two picked by Local 1000 and two by the state) will handle these arbitration cases. Both parties agree to hold hearings on the first possible date available. Each side must present their entire case with only two witnesses. The arbitrator will hear the evidence from both sides and issue a verbal ruling from the bench. There will be no written ruling although a hearing transcript will be available for each side afterward.

The streamlined process resolves several time-consuming issues. It sometimes takes months for both sides to agree to an arbitrator and then set a suitable date. Once a case has been presented, it has sometimes taken the arbitrator up to a year or more to produce a written decision.

## EDD scheduling victory

Local 1000 first used a different version of this process earlier this year in a case that involved 21 Employment Development Department (EDD) workers in San Diego. The arbitrator ruled in favor of Local 1000, saying the state excessively restricted the ability of members to use their PLP 2012 time.

“The Mini-Arbitration Procedure is not appropriate for every grievance, but in cases where most of the basic facts are not in dispute, it can help our members achieve a speedier resolution,” said Local 1000 Chief Counsel Felix De La Torre. “This provision gives us a new tool to better represent our members.”

To read Article 6.14 Mini-Arbitration Procedure, go to [seiu1000.me/13DvA9M](http://seiu1000.me/13DvA9M) to download a PDF of our new contract.

If you have questions about the process, call the Member Resource Center at **866.471.SEIU** (7348).

The new Mini-Arbitration Procedure (Article 6.14) was created to address grievances where the disagreement with management involves one or two simple issues. It is also an alternative in cases where a faster resolution of the case is important to solving the underlying issues in the grievance.

“Management often tries to ‘run out the clock’ or delay resolution of a case in order to avoid a timely remedy for our members,” said Brenda Modkins, chair of Bargaining Unit 1. “The Mini-Arbitration Procedure will force the state to deal with the issue – win or lose – instead of putting it off as long as possible.”



**Questions about arbitrations or other contract provisions?**

Contact your Local 1000 steward, or call the Member Resource Center at **866-471-SEIU** (7348).

## Resource Center

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

## Website

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