

# Women On The Front Lines Of Economic Justice

**Frances Perkins**, (April 10, 1880- May 14, 1965) became the first woman in the nation to serve in a Presidential cabinet, being named Franklin D. Roosevelt's Secretary of Labor in 1933 and serving until 1945. She was the principal architect of key New Deal programs including Social Security, unemployment insurance, laws regulating child labor, a federal minimum wage, and the 40-hour workweek.

Perkins steeled herself against the sexism she endured, holding strong to her conviction that

economic justice is integral to a democracy, saying: "The people are what matter to government, and a government should aim to give all the people under its jurisdiction the best possible life."

Perkins' trailblazing leadership and her commitment to economic justice live on in the women leaders of Local 1000 and their work to forge a better life for working families. Vice President/Secretary-Treasurer Theresa Taylor, who also serves on the CalPERS Board of Administration, says Perkins'

steadfast resolve in creating a social safety net continues to inspire her today as she advocates for secure retirement as a basic right for all Californians.

"Frances Perkins and the New Deal brought working people into the middle class," says Taylor. "We need to continue her fight to make sustainable economic security for all a reality."



Theresa Taylor

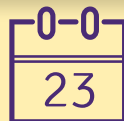
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—Theresa Taylor  
Vice President/Secretary-Treasurer



Frances Perkins

### Know Your Rights



## PDD & PHDs – Use Them Or Lose Them

### Professional Development Days

All employees accumulate two Professional Development Days (PDD) during each fiscal year (July 1 – June 30). Those days are separate from any other provision afforded under the contract. PDD days are to be used at the employee's discretion and are to be requested and approved in the same manner as vacation and annual leave. For more information, see Article 13 of your contract.

### Personal Holiday Days

All employees accrue one personal holiday per fiscal year (July 1 – June 30) after six months of state service. Authorization and usage of the leave must follow department policy. The personal holiday is credited to each employee on July 1 and must be used by June 30.

## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

Facebook  
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## Unit 3 Bargaining Team



Second in a series on our 9 Bargaining Units

### Stronger Together

The Local 1000 contract expires on July 1, and the entire union is mobilizing, gathering resources and building member power. We begin negotiating with the state in April, so our 63-member bargaining team is in place and deep in preparations, training and strategizing to bring the 95,000 state workers we represent the best contract we've ever had.

The bargaining team represents the union at the negotiating table and is made up of members from the nine bargaining units represented by Local 1000. Issues that affect all represented employees such as pay, benefits and retirement are negotiated at the master table while each of the nine bargaining teams negotiate unit-specific issues.

### Unit 3 Teachers and Librarians in Special Facilities

Bargaining Unit 3's 5-person bargaining team represents about 1,500 members in numerous teaching, education and librarian classifications.

The Unit 3 bargaining team receives support at every level from staff in our Contract department; researchers and attorneys work with members on the bargaining team to craft contract language and hone bargaining strategies.

Members of the bargaining team invest a significant amount of time, but they all make the commitment for an important reason: to bring the needs of their coworkers to the bargaining table.

"We're working hard so we can put our members' concerns—for better wages, working conditions and benefits—into the next contract," says Sulghi Hong, a teacher at the Fremont School for the Deaf who serves on the Unit 3 Bargaining team.

Unit 3 Chair Bruce Theel, a teacher at High Desert State Prison in Susanville, agrees that bringing members' concerns forward motivates all the members of the bargaining team. And, he says, the more members that are active, the more likely that we will get the contract we want.



*"One person may not have much effect, but when you get people massed together and they are all going for that one goal, they're unstoppable."*

—Bruce Theel  
Chair, Bargaining Unit 3

"One person may not have much effect," says Theel, "but when you get people massed together and they are all going for that one goal, they're unstoppable."

Unit 3 Bargaining Team
Bruce Theel, Chair   CDCR
John Kern, Vice Chair   CDCR
Suzanne Knapp, Alt Vice Chair   CDCR
Terry Hibbard   CDCR
Sulghi Hong   DOE

To follow the work of Unit 3 and all contract negotiations, visit [seiu1000.org/our-union-our-contract-our-future](http://seiu1000.org/our-union-our-contract-our-future)