

AUG 1
2018

UNION UPDATE

LOCAL 1000

SEIU
Stronger Together

4% PAY RAISE IN EFFECT

MEMBERS STANDING TOGETHER WON A CONTRACT WE CAN ALL BE PROUD OF

By choosing to stand together as members in our union, we have the power to win better wages and benefits for ourselves and our families.

Our August paychecks reflect a 4% general salary increase—the second of three increases totaling 11.5% over 3 years. Members will receive an additional 3.5% increase effective July 1, 2019.

In 2017, eligible employees received a \$2,500 bonus, along with the first 4% raise, and more than 50 job classifications also received special salary adjustments. We won the largest labor contract ever negotiated with the state, and we did it by standing together in our union.

Members made the choice to be involved in every part of the eight-month bargaining process. In dozens of town halls, thousands of one-on-one conversations and thousands of bargaining surveys, our members identified their key contract priorities and then took action to win a pay increase, more professional development, improved working conditions, healthier and safer workplaces and better scheduling of our work and our leave time.

“Now our choice is to stand with our union to protect these wins,” said Mindi Matsumoto, a Unit 4 DMV Motor Vehicle Representative. “We can’t rely on others to protect all that we fought for. We have to make the choice to stay united in our union.”

As we ramp up our efforts to bargain a new contract in 2019, we can choose to stand together, ensure everyone is a member and continue to fight to improve the lives of all Californians. Or we can experience what workers in Wisconsin and states throughout our country are going through.

In contrast to what we’ve achieved in California, state workers in Wisconsin are experiencing the consequences of anti-union legislation. State workers in Wisconsin have lost negotiation rights, seen severe cuts to their benefits and have received a mere 2% salary increase over the last 7 years.

“When we choose our union, we create the power necessary to protect our hard-earned rights, our pay, our benefits and our retirement,” said Yvonne R. Walker, Local 1000 president. “Together, we can make our next contract even stronger.”



“Now our choice is to stand with our union to protect these wins. We can’t rely on others to protect all that we fought for. We have to make the choice to stay united in our union.”

Mindi Matsumoto, DMV, Twentynine Palms
Unit 4 Bargaining team Vice Chair

Become a member today!

Protect your hard-earned contract rights, your wages, benefits and retirement. Have a voice in the direction of your union. Join now ... we are stronger together!

seiu1000.org/join-local-1000

UNION INFORMATION

Resource Center

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

Website

seiu1000.org

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Fighting to protect member's rights

A STRONG UNION MEMBERSHIP MAKES CONTRACT ENFORCEMENT POSSIBLE

Our contract is a hard-won document that governs not only our wages and benefits and working conditions, but also includes hundreds of articles that govern how we do our work, schedule our leaves and how we interact with our supervisors.

When we stand up and stand together against violations of those articles, we're ensuring that we receive the full benefit of the contract we all worked hard to win. Here are some examples of how we fight for your rights as members:

Pay increase win after out-of-class discovery

When our Unit 14 member was promoted to a Staff Services Analyst position, their personnel division did not place them in the proper pay range, claiming the member hadn't spent the required time performing the work necessary to earn the higher range.

Working with our Union Resource Center (URC), it was discovered that our member had, in fact, been working out-of-class for the past year. After completing a desk audit of work performed and filing a grievance, the Department of General Services agreed.

Our member received not only an increase to the higher range but was granted back pay and experience credit for the time worked out-of-class.

For more information, read Article 14.2, Out-of-Classification Grievances

Bereavement leave conflict resolved

After an employee working at EDD requested the use of the final hour of the three days' bereavement leave granted by our contract, additional substantiation was requested by the supervisor with a threat of docked time if it wasn't provided.

The employee had already provided an obituary and funeral program from the service, which was deemed sufficient to grant two-plus days of bereavement leave. Now, the supervisor was requesting a death certificate. A representative from the URC contacted labor relations at EDD and resolved the issue so that the employee could take advantage of the remaining benefit without further documentation.

For more information, read Article 8.3, Bereavement Leave

Dignity Clause rights a supervisor's wrongs

After a toxic relationship with a supervisor compelled one of our southern California members to file a grievance based on our contract's Dignity Clause, the member was moved to work under another supervisor.

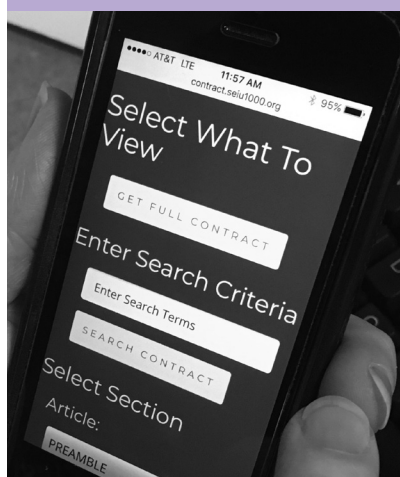
But the harassment continued as the former supervisor tried to assign more overflow work to the member

Our member rightfully refused and was written up by the supervisor.

Our Union Resource Center worked with the member and labor relations at the Department of Justice. It was discovered that the supervisor used untrue statements in the write-up. The supervisor was removed from their position. Management has since discovered similar incidents with other employees.

Our member received an apology and an admission that the supervisor was not always truthful. The write-up was not placed in the members supervisory file or in the Official Personnel File.

For more information, read Article 5.11, Dignity Clause



KNOW YOUR RIGHTS

Use Our Contract Search Tool

Having a strong union means having the power to protect our rights and enforce our contract. Our new online search tool – contract.seiu1000.org – offers easy-to-use access to hundreds of articles that govern our wages, benefits and working conditions. You can search by simple key words, or you can read article-by-article.



Still have questions about your contract?

Call the Member Resource Center

866.471.SEIU (7348)