

NOV 28  
2018

# UNION UPDATE



# WE PROTECT YOUR HARD-EARNED UNION RIGHTS AND BENEFITS

## Contract enforcement wins back pay awards

*When management fails to respect our contract, to recognize the work we do and the fair compensation we deserve, we protect our members with professional representation and deliver results.*

### Unit 1: Member wins out-of-class grievance

One of our Unit 1 Information Technology workers used documentation and a detailed desk audit to prove he was working out-of-class at his job at the Department of Industrial Relations. After filing a grievance, the department reviewed our member's work and agreed. Our member received a full year's back pay and experience credit.

### Unit 15: Merit salary adjustment denial reversed

A Unit 15 worker at CalVet was unreasonably denied an annual Merit Salary Adjustment (MSA). Our union representative helped to discover that the member never received a clear explanation of the reason for denial, nor an opportunity to respond to or correct specific behavior—despite the supervisor's claim that such information had been provided. The denial of MSA was rescinded and two years' back pay awarded.

### Unit 20: Pay differential error corrected

One of our Unit 20 members was hired by CDCR in 2015 and at the time provided college transcripts that qualified the member to receive an Educational Pay Differential. When the member later learned this union benefit was available, a grievance was filed with the help of our Union Resource Center. It was resolved at the first level and our member was granted the differential and received back pay effective with the date of hire.

## Become a member today!

**A VOICE IN  
YOUR UNION**

**ENHANCED  
REPRESENTATION**

**EXCLUSIVE  
DISCOUNTS**

**Protect your hard-earned contract rights, your wages,  
benefits and retirement. *We are stronger together!***

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



# Know Your Rights: Holiday Leaves

## Learn the difference between regular and premium holidays

Your Local 1000 union contract contains hundreds of articles governing your hard-earned rights, including wages, benefits and working conditions. This overview explains how our 96,000 represented state workers are entitled to 11 observed holidays and how you're paid for those holidays should you be required to work on one of those days. Learn more, including how employees also receive one personal holiday each year, online at [seiu1000.org](http://seiu1000.org)

### Premium Holidays

Employees who work any of these six holidays will be paid at 1.5 times their regular rate of pay, and will also earn up to 8 hours of holiday credit.

- New Year's Day (January 1)
- Memorial Day (last Monday in May)
- Independence Day (July 4)
- Labor Day (first Monday in September)
- Thanksgiving Day
- Christmas

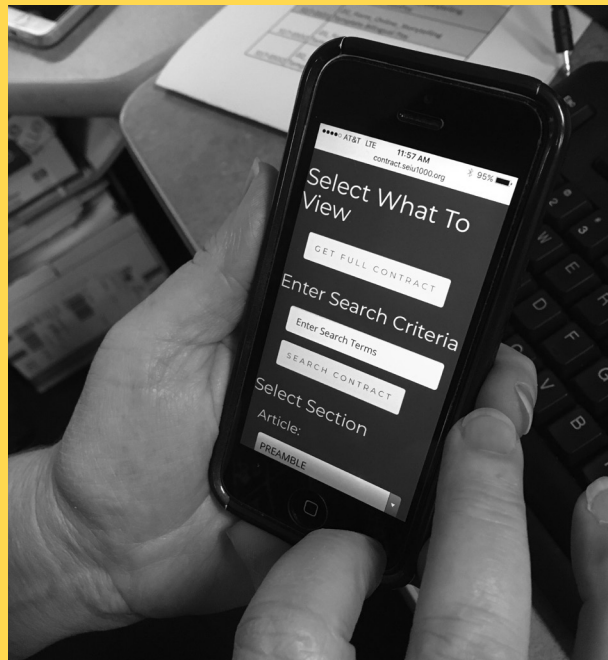
### Regular Holidays

Employees who work any of these five holidays will be paid at their regular rate of pay, and will also earn up to 8 hours of holiday credit.

- Martin Luther King Day (third Mon. in January)
- Presidents' Day (third Monday in February)
- Veterans Day (Nov. 11)
- César Chávez Day (March 31)
- The day after Thanksgiving

**Contract Article 7 - Holidays - contains many provisions affecting holiday compensation and overtime calculation, which can differ by Work Week Group or Bargaining Unit. Learn more at [seiu1000.org](http://seiu1000.org)**

## Have a question about holidays or other rights? Use our mobile-friendly contract search tool



Having a strong union means having the power to protect our rights and enforce our contract. Our online search tool 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.

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

Questions about your membership status or contract rights?  
Call the Local 1000 Member Resource Center

# 866.471.SEIU (7348)

Monday—Friday: 7 a.m. to 7 p.m.

### Resource Center

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866.471.SEIU (7348)

### Website

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

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