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2019

UNION UPDATE



PATTI HEYDEN: CHANGING DEAF CULTURE

Long-time union activist learned the power of standing up during a historic protest



In 1988, Patti Heynen joined her fellow students and faculty at Gallaudet University in an action that shut down the campus and forced the hiring of the first deaf president in the school's 124-year history.

Heynen, who is deaf, was a senior at the world's only university for deaf and hard of hearing students. Her participation in the "Deaf President Now" campaign was a life-changing event that shaped her future as an activist and a member of the deaf community.

Patti works as a counselor at the California School for the Deaf, in Riverside. 31 years later, the effects of the protest at Gallaudet are still felt in the deaf community and in educational institutions like CSD-Riverside.

Patti was herself a student at the Riverside school and during her time, a majority of the faculty and staff were neither deaf nor able to communicate using American Sign Language. Heynen says it's just the opposite today, "we're providing an immersive culture for our students."

Seeing the power of protest and standing together has informed Patti's commitment as a union activist. She was among the first deaf job stewards in her department and has worked to bring along new deaf leaders. Working in an educational institution, she's done a lot of organizing around the 10-month schedule. She's also a member of our Unit 20 bargaining team and is preparing for upcoming negotiations for our new contract later this year.



"I choose my union because it's the only way we can protect our rights working in a 10-month institution. More important, my union empowers my colleagues and I to do the best job possible in educating a new generation and creating a stronger deaf culture."

Patti Heynen, Steward, CSD Riverside

WE'RE FIGHTING FOR BETTER WORKING CONDITIONS

STATE FUND PROPOSES CHANGES IN PERFORMANCE EVALUATIONS, WE'RE PUSHING BACK

Local 1000 members and staff are negotiating the impacts of two significant changes State Fund management hopes to impose on nearly 4000 represented employees statewide.

Late last year, State Fund proposed changing parts of the performance appraisal process, moving away from a proven objective process to a narrative-driven appraisal that would replace three levels of accomplishment (inconsistent, successful, exceptional) with a subjective evaluation.

In January, Local 1000 pushed back because the new evaluations would be inconsistent with other state agencies and would limit employees wishing to promote up or transfer to another job in state service.

At the same time, our team is examining State Fund's proposed changes to quality assurances in the Claims Processing Unit, which would impact as many as 500 employees in four worksites.

Stay tuned for future updates and learn more from your bargaining team.

celebrate
black
history
month



ROSA PARKS: ICON, ACTIVIST, HERO

MORE THAN A HEADLINE, SHE WAS THE "FIRST LADY OF THE CIVIL RIGHTS MOVEMENT"

We celebrate Black History Month this week recognizing Rosa Parks, who famously refused to relinquish her seat to a white man in the "colored only" section of a Montgomery, AL bus in 1955. Her act of defiance and the subsequent bus boycott became an important symbol of the civil rights movement—and, at the same time, made Martin Luther King a household name.

Rosa Parks became an international icon for the resistance to racial segregation. What's less well known is that Parks was a true activist and organizer, working with the NAACP and other community organizations to advance equality in fair housing, criminal justice reform and education.

Her actions that day were part of a carefully orchestrated effort against Jim Crow laws and segregation, and she took action, she said, "because the only tired I was that day was tired of giving in."

"I didn't hesitate because I felt that we had endured that too long. The more we gave in, the more we complied with that kind of treatment, the more oppressive it became." We honor Rosa Parks for her commitment and contribution. Those of us who believe in social justice stand on her shoulders.

Resource Center

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The shirts feature the Committee's full-color logo on the front and this Power Statement on the back:

The African-American Committee will provide a strong voice and structure that responds to the needs of our community. With the union as our foundation, we will align ourselves with leaders and networks that will engage our members and our community in bold, positive efforts of progress. These efforts will empower African-American union leaders to lead with knowledge, walk in dignity, and spearhead change.