

GOVERNOR SIGNS TENTATIVE AGREEMENT

UNIT 11 MEMBERS RECONSIDERED AND RE-VOTED: 72% 'YES' TO RATIFY

Gov. Gavin Newsom signed the bill authorizing our tentative agreement on Oct. 13. Our new, three-year contract is now law, and the hard-won advances we made for our members become effective on Jan. 2, 2020.

Our new contract puts more money in our members' pockets in the form of a 7% wage increase over three years and a \$260 monthly health care stipend. We added more than 150 special salary adjustments, new and increased skill differentials, and a \$250 per month GeoPay differential in four California counties.

Our victory reflects real economic justice and changes the lives of thousands of members working in 45 different low-wage classifications, lifting them up with our \$15 per hour minimum wage win.

The governor's signature came a day after our Unit 11 members voted overwhelmingly—72% yes—in favor of ratifying the agreement. In doing so, they joined our other 8 bargaining units in approving the agreement after rejecting it in an earlier vote.



"This contract tested our tenacity and resilience, our patience and resolve. We met those challenges and won a contract we can all be proud of."

- Yvonne R. Walker, President

**VOTE
2020**

ELECTION KICKOFF NOV. 5

**We're making politics matter for working families
and building a California for All**

We are just one year away from one of the most important elections in our lifetime, and on Nov. 5, we'll kick off a comprehensive effort to engage, educate, and empower Local 1000 members to get active over the next year in our political process.

We often say 'Politics Matter' because they do. Politics doesn't just refer to a candidate or an election—we're discussing everything from the water we drink and the roads we drive on to the communities we live in and the air we breathe. When we act, we can make a difference!

At our election kickoff, our members will learn about our 2020 political program plans, as well as how to educate others on why politics matter, how to identify the issues and values that are most important to us, and how to take action to make those ideas a reality.

Join us at our first meeting on Tuesday, Nov. 5, from 5:30 p.m. until 8:00 p.m. We'll host meetings at our six regional offices in Sacramento, Oakland, Fresno, Los Angeles, Ontario, and San Diego.

JOIN THE FIGHT AND MAKE A DIFFERENCE!

LEARN MORE AND RSVP AT SEIU1000.ORG/2020-ELECTION

PROTECTING OUR HARD-EARNED RIGHTS

UNION LEADERS WORK TOGETHER TO ENFORCE OUR CONTRACT PROVISIONS

Our contract is a hard-won document that governs not only our wages, 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 rules, we receive the full benefit of the contract we all worked so hard to win. Here are some examples of wins our members recently achieved:

WIN – Unreasonable Denial of Vacations

When the Assistant Administrator at a southern California veterans hospital sent an all-staff email saying no vacations would be approved for the month of September—for an alleged “operational” need—our members pushed back. Our contract provides that vacations can’t be unreasonably denied and only in the event of an unanticipated operational need. The all-staff email canceled vacations for a need that had not yet happened. With the help of our Union Resource Center (URC) representational staff, the email was rescinded and members were able to schedule vacations in September and all other months.

WIN – Unpaid Step Increase after Probation

A member working at EDD in the coastal region didn’t receive a step increase after completing probation and was told by her supervisors that she would be written up if she contacted the personnel specialist. With nowhere to go, the member contacted our URC, who intervened on her behalf. In just a week, a payroll audit was performed, and the unpaid merit increase was confirmed and checks were cut to correct the error.

WIN – Out of Class Grievance

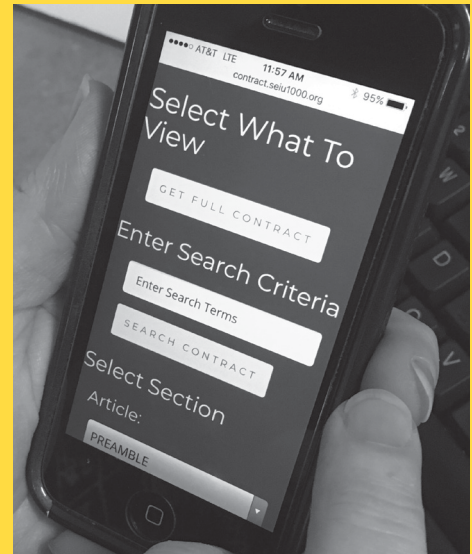
When an out-of-class grievance was filed by an Information Technology Associate at State Fund, our representational team helped the member perform a desk audit. While his supervisor agreed with our assessment, the department’s HR specialist fought the assertion and wouldn’t approve a change in classification. At our suggestion, the specialist observed the member’s work and reviewed our extensive documentation. The member was reclassified and is looking forward to thousands of dollars in back pay.

WIN – Denial of Upward Mobility Opportunity

When three different Permanent Intermittent employees with close to a year’s time on the job at a southern California DMV office were not being offered interviews to compete for full-time appointments, they contacted the URC for support. We learned that management was conducting the interviewing process arbitrarily and unfairly; in some cases interviews were granted to individuals with no DMV experience. With their action and our help, interviews were granted and all three are now full-time Motor Vehicle Representatives.

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