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UNION UPDATE



The future of the state work force is diversity

President Walker outlines a vision to recruit, retain and promote women and people of color in state service

Local 1000 is taking an active role in shaping the future of the state work force and is working to ensure that the employees who carry out California's business reflect the diversity of the populations they serve.

Generational shift coming

As the baby boom generation approaches retirement and millennials estimated to reach 75 percent of the work force in 10 years, the union and state lawmakers have identified an important opportunity to influence the future face of state work.

To that end, Local 1000 President Yvonne R. Walker testified before a joint hearing of the Senate Public Employment and Retirement Committee and the Assembly Public Employees, Retirement and Social Security Committee on July 8 to press for substantive commitments to recruit and retain women and people of color for state service. Walker explained that real planning is essential because, when it comes to diversity, talk is cheap.

"You can throw around all the words you want," she said, "But people have biases they don't even know about."

But Walker explained that simply hiring women and people of color into entry level jobs isn't enough to affect real change. She outlined a vision of incorporating equal employment opportunity into state civil service with a multi-dimensional approach that promotes upward mobility. As Walker described Local 1000



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—Yvonne R. Walker, Local 1000 President

initiatives such as Joint Labor Management Committees, the Young DLC and the community partnerships the union has forged in the central valley to insure that the development of high speed rail brings jobs to underserved populations that neighbor the project, it was clear that Local 1000 is well-positioned to join with the state in building a dynamic, diverse future workforce.

The perfect opening for change

Walker was clear that Local 1000 will continue to value and serve the work force we have today, but the demographic shift on the horizon provides the perfect opening to look at the lingering inequalities in state employment—and to back that attention up with real action.

"We've got to do better," Walker said. "And not just with words; we've got to put real resources behind it."

Read more about how we're building a work force for the future on page 2.

Union pressure leads to settlement win at State Fund

Department implemented production standards without union input

Local 1000 stopped the State Compensation Insurance Fund (State Fund) from implementing a serious violation of our contract by introducing performance standards in the workplace without notifying and bargaining with the union. As a result of our pressure, State Fund has agreed to suspend the controversial program and meet with Local 1000.

Article 13.7.4 of our contract protects our members from the state instituting a new system of metrics designed to measure hourly work output without first meeting with the Union. State Fund denied that the metrics were in fact performance standards, but Local 1000 proved that they used the information for tracking and

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—Sophia Perkins
Bargaining
Unit 4 chair



comparing work between employees leading to discipline in some cases.

“It doesn’t matter what State Fund called the changes, in reality they were performance standards, and we needed to be notified to discuss their implementation,” says Sophia Perkins, Bargaining Unit 4 chair. “There’s a process, and we won’t hesitate to take departments like State Fund to task when they don’t follow it.”

Resource Center

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Young DLC opening doors to the next generation of state workers

The Young DLC (Driving Leadership and Change), a 35-and-under group of members who meet regularly to engage with the state workers of their generation, is one example of Local 1000’s commitment to creating a path to state service that is truly open to all Californians. Among its many outreach activities, the Young DLC hosts a number of career-building workshops designed to help state workers and prospective employees navigate the sometimes confusing path to working for California. The Young DLC is also working with CalHR and

Local 1000 to modernize the application process and create an environment where state employees want to come to work and the hiring process is easily understandable.

“California deserves a work force that looks like the people it serves.”

—Robert Bayze, Co-founder of
SEIU Local 1000 Young DLC

Robert Bayze, co-founder of the Young DLC, recognizes the opportunities for change

presented by the impending demographic shift and says the group will continue to provide information and encouragement to diversify the work force as well as join with the rest of Local 1000 in demanding openness and equality in the state’s hiring programs.

“California deserves a work force that looks like the people it serves,” said Bayze.

To learn more about Local 1000’s Young DLC, visit them at facebook.com/YoungDLC