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UNION UPDATE

LOCAL 1000

Stronger Together



TASK FORCE BUILDING PATH TO GENDER PAY EQUITY

On April 4, Equal Pay Day, the California Pay Equity Task Force released its first report on the efforts to build a path toward gender pay equity for women workers.

“We’re taking steps toward closing the gap, but we have more work to do to achieve full pay equity,” said Tamekia N. Robinson, SEIU Local 1000 Vice President for Organizing/Representation and a member of the Task Force.

The initial report announces tools for employers and employees to pursue pay equity. The goals include proactive employer compliance and helping employees know their rights under the law.

According to the Task Force report, the pay disparity between women and men in California stands at 80 percent. That gap worsens for women of color, with Latinas and black women making 54 percent and 63 percent of white men’s earnings, respectively.

The wage gap is a harsh reality for women, regardless of education or work experience and only gets worse as women’s careers progress. The wage gap typically translates into \$10,000 per year in lost earnings for women.

While equal pay laws have been the law for more than 50 years, progress in achieving pay equity has been grim. Based on the advances made over those same 50 years, it’s projected that true pay equality won’t happen until 2059.

The California Pay Equity Task Force was formed after the California Fair Pay Act took effect in 2016. While California’s pay gap laws are recognized as among the nation’s strongest, pay equity is a systemic, national issue and has a real impact on the economic well-being of working families.



“Let’s encourage women to advocate for themselves in spite of the societal pressures that discourage them from negotiating a higher salary or asking for a raise.”

–Senator Kamala Harris
Speaking on Equal Pay Day

NEW MLDP CLASS: DEVELOPING LEADERS FOR A STRONGER UNION

Six union leaders are developing the skills necessary to build a stronger union in our six-month training program.

Our Member Leader Development Program (MLDP) is one way we're working to ensure the continued growth and success of our union. Members and new staff are getting in-depth training and tools to become better leaders to organize coworkers and create stronger worksites.

"We build a stronger union by developing and empowering more leaders," said Tamekia N. Robinson, Vice President for Organizing/Representation. "Each leader develops others to join us in building unity and power throughout our union."

Angelica Miller, a Library Technical Assistant at High Desert State Prison, is one of the member leaders in the new MLDP class. She has been a job steward for five years and the president of District Labor Council 792 since last August.

Miller and others are learning ways to identify, recruit and encourage more members to step up.

"I'm looking forward to learning new ways to connect with and communicate with our members, and to identify new leaders," Miller said. "We can only grow as a union when new leaders emerge."



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Angelica Miller
Library Technical Assistant, High Desert State Prison

Resource Center

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

Website

seiu1000.org

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ENFORCING OUR CONTRACT AND PROTECTING OUR RIGHTS

Across the state, more than 1000 members have stepped up to take on the vital role of job steward. Together, we enforce our contract and protect our workplace rights.

Our stewards' recent wins include:

- Several DMV call center workers in Southern California who were denied their bilingual pay differential won back pay after filing a grievance. All are now being paid the bilingual differential.
- During the flood crisis at the Oroville dam, one of our members at the Department of Water Resources was put on an emergency operations team. The team's leader sent out conflicting schedule instructions, resulting in our member showing up for a Sunday shift and being sent home. Management claimed the member was not scheduled, but after filing a grievance, our member received four hours of callback pay.
- After one of our members at the Department of General Services won a grievance over improperly denied sick leave, the department failed to repay the docked time. Our job steward brought the issue forward to managers and the docked pay was ultimately issued.

If you feel your rights have been violated be sure to contact your job steward or call the Member Resource Center at 866.471.SEIU (7348)