

JUNE 27
2018

UNION UPDATE

LOCAL 1000

SEIU
Stronger Together

Member pressure supports big win in lowering 2019 health care premiums

MANY MEMBERS WILL SEE LOWER COSTS NEXT YEAR

The collective actions of thousands of members and our strong presence at the CalPERS board combined to produce a big win for our members and all state workers in the form of reduced health care premium rates for 2019.

In all, eight of the 13 providers will have lower rates in 2019, while four others have modest increases. Anthem Insurance was the lone hold-out, with two plans increasing 20% or more.

"Together, we stood up to big insurance, and they backed down, and we won!" said Theresa Taylor, our Vice President/Secretary-Treasurer and a member of the CalPERS board. "This is an unprecedented victory for unions, and all state workers."

Over the past few months, our members organized and sent more than 5,000 emails to the CEOs of Kaiser, Anthem and Blue Shield, demanding #DontRaiseOurRates while they were negotiating with CalPERS over rates for 2019.

Kaiser Health—the provider of choice for most of the Local 1000-represented employees—reduced their rates more than 1 percent for 2019. Overall, a total of eight plans will see reductions in premium costs in 2019.

Four plans have small rate increases ranging from one to six percent. Blue Shield, whose CEO was one of the targets of the #DontRaiseOurRates campaign, originally proposed a 22 percent increase but under pressure, reduced their 2019 premium increase to six percent.

One insurer remained greedy: Anthem. Two Anthem plans increased by 20 percent or more. But, thanks to our members' efforts, those utilizing PERSCare will be shielded from the full impact of Anthem's greed (they wanted to increase the rate by 44 percent).

More information about 2019 rates is available online at calpers.ca.gov

"This is a testament to the power of collective union action. Working together, we were able to put a stop to health care costs that were spiralling out of control."

**Theresa Taylor, CalPERS Board Member
Local 1000 Vice President/Secretary-Treasurer**



#iChooseMyUnion



"I choose to be a member of a union that's dedicated to protecting our hard-earned rights and benefits. We have a voice and the power to make changes because of our union."

Cheryl Allen, Bargaining Unit 4, DLC 768
Corporate Documents Examiner, Secretary of State

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
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Protecting our rights is a union priority

REAL REPRESENTATION MAKES A DIFFERENCE FOR OUR MEMBERS

Having a strong union means having the power to protect our rights and to enforce our contract. There are hundreds of contract articles that govern our wages, working conditions and benefits, and when state management doesn't comply with those rights, our union leaders must work together to achieve a positive resolution.

Alternative Work Schedule Win at EDD – Southern California

One of our members at a Southern California Employment Development Department (EDD) office submitted a request for an Alternate Work Schedule (AWS) and received notice about a month later that the request had been denied. Management cited business needs as the reason for the denial.

Our member requested an informal meeting to find out what was behind the denial and to see if something could be worked out, but management wouldn't budge. So we filed a grievance.

We presented arguments that EDD was being unreasonable and had no real justification for denying our member's request for an AWS because there was adequate coverage at the worksite and other workers in the same classification were capable of performing the duties.

With help from the union, the request was finally approved and the member's new 9/8/80 schedule begins in July.

Working Conditions Win at CDCR – Bay Area

Our union took action after learning member nurses working in a portion of a Bay Area prison were using a bathroom for a break room because no suitable area was close by, and patient loads prevented them from traveling to another area to have food or coffee.

The nurses had installed a coffee maker and small refrigerator in one of the restroom stalls.

Responding immediately, nurses and union representatives met with management, and the following day, the issue had been resolved.

Pay error corrected at CDCR – Central California

When one of our members raised the issue of a pay discrepancy based upon professional certification issues, our union's legal department stepped in and used information on a previously-settled case to advocate on their behalf.

Our member was being paid at the lowest level in the highest pay range. With the union-provided justification, CDCR agreed to increase the pay to the highest scale for the classification and back pay since August 2017—just over \$5,000.

Know your rights! Use our contract search tool for more information: contract.seiu1000.org

Questions about your union membership?
Need help protecting your hard-earned union rights?
Call our Member Resource Center for answers!

Our state-of-the-art call center offers a direct link to a well-trained union representative. The MRC offers a wealth of information on many topics like union membership, our contract, leave questions and deals and discounts available to members only.

**We're here to help! Call Monday - Friday, 7 a.m. to 7 p.m.
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