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UNION UPDATE

LOCAL 1000

SEIU
Stronger Together

Our diverse population demands a new look at bilingual jobs, pay

WE'RE WORKING TO IMPROVE SERVICES TO ALL CALIFORNIANS

A state report says there are nearly 100 different non-English languages spoken in California, and Local 1000 is asking the question, "how do we best provide native-language services to a rapidly diversifying population?"

Already, many of our represented workers are providing translation services for the myriad of phone calls and documents required to serve those diverse populations; some 3,600 are receiving a monthly differential for doing bilingual work but thousands more are doing the same work without additional compensation.

We're using the power of our 2016 contract to make progress a reality. Articles 11.9 and 11.9.17 govern our bilingual work and pay and creates a joint Bilingual Task Force to examine the delivery of bilingual services.

The task force is focused on three issues: how does the state identify which jobs are bilingual and calculate the need for new positions; what are the skill differences between phone service

(spoken language) and written work (documents) and, finally, how can we work together to update a differential pay structure that hasn't been addressed in forty years?

Three Local 1000 members comprise the task force: Miguel Cordova, our Unit 21 Bargaining Chair, Susan Rodriguez, our Unit 1 Bargaining Chair and Patti Heynen, a member of the Unit 20 Bargaining Team.

Meetings with the state will continue and will yield a report of the status of bilingual services in California in March of 2019. Like our GeoPay Task Force, we're laying the groundwork for upcoming contract negotiations.

You can make a difference!

Tell us your personal story about your job and your experience providing bilingual services. Use our story form online at:

seiu1000.org/bilingual

LUISA LEUMA: OUR NEW UNIT 20 CHAIR IS FOCUSED ON CREATING BETTER, SAFER WORKPLACES FOR MEMBERS

Developing leaders across the state is a union value and a priority for Local 1000. For Luisa Leuma, her recent election as the Chair of Bargaining Unit 20 is the next step in her leadership journey.

Working as a Licensed Vocational Nurse (LVN) at Avenal State Prison, Luisa became a union steward in 2010. In 2013, she was elected as a Unit 20 District Bargaining Unit Representative (DBUR) and this year, was voted in as the Chair of Unit 20 and will lead her unit's efforts to negotiate a great contract next year.

Luisa's been involved as a union activist in many Local 1000 campaigns, including engaging Central Valley and Coastal members to build power in 2016 bargaining, organizing worksite actions and Town Halls, and aided our efforts to ratify our contract.

Working as an LVN in our correctional system, she sees first-hand the potentially dangerous effects of the mandatory overtime practices used as a staffing tool for medical professionals in our prisons. She worked on the #StopMOT campaign and, by engaging members to take action, helped win contract language that reduced and will ultimately eliminate a policy that endangers our nurses, their patients and the community at large.

Luisa Leuma's leadership journey began because she wanted to "be a voice for those who wouldn't or couldn't speak up for themselves." She believes that it's more important than ever for state workers to join their union and get involved. "We all need to come together and stay in the fight," she says.



"I choose to be a member of my union because it is the only way to protect what we have and to make the changes we want."

**Luisa Leuma, LVN, Avenal State Prison
Bargaining Unit 20 Chair**

GeoPay Task Force finding solutions to the high cost of living for members

CREATING A BETTER PATHWAY TO ECONOMIC JUSTICE

After a year's work and a dozen meetings with the state, our GeoPay Task Force is preparing an in-depth joint report that puts forth solutions to deeply-felt economic issues facing many of the 96,000 state employees we represent.

Our task force examined six different issues that contribute to the high costs of living in California, including housing, transportation, commute, child care, health care and comparable wages.

The joint report will be presented later this year to the acting director of CalHR and later shared with elected lawmakers in the state Capitol. This is the next step in our fight for economic justice and an important prelude to upcoming geographic-based compensation discussions when we begin bargaining our new contract next year.

The task force, comprised of six Local 1000 members from across the state, is working this year with a group of state agencies— CalHR, EDD, CDTFA, DGS and the PUC. In the past year, they've held monthly meetings as a group, where both parties discussed each of the issues to help create solutions to the high cost of living.

The GeoPay Task Force is just one part of a union-wide effort to build member strength and power for contract bargaining next year. While the task force is focused on Local 1000's effort to get "Value for our Work", other, similar groups are focused on "Sustainable Careers" (upward mobility and career development) and "Safe Working Conditions" (providing safe environments for all employees).

Engaged members will make the difference in bargaining. "When we leverage our power in the worksite, we win better wages, safer working conditions and better opportunities to grow in our jobs," says Karen Franklin, an LVN working in the Bay Area who's also a member of the GeoPay Task Force and the vice chair of Bargaining Unit 20.

Get involved!

Share your story of how the lack of GeoPay affects your quality of life and that of your family. Use the story form online at seiu1000.org/geostory

Resource Center

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#iChooseMyUnion

"I choose my union because when we leverage our power in the worksite, we win better wages, safer working conditions and better opportunities to grow in our jobs,"

Karen Franklin, LVN, San Quentin State Prison
Unit 20 Bargaining Vice Chair

Protect your hard-earned contract rights, your wages, benefits and retirement.

Become a member today!

seiu1000.org/joinus

We are stronger together!