

# Going to bat for members

## Resource Center takes representation to higher level

Local 1000's new model for employee representation has been paying off for members—literally. In one case, a member received \$4,500 from the state in addition to \$1,500 in back pay after an improper termination.

"We've really upgraded our ability to defend members in the workplace," Local 1000 President Yvonne Walker said. "In 2010 alone, the URC handled more than 3,000 cases and closed nearly two thirds of them—including winning jobs back for several members."

Since it opened in early 2007, the Union Resource Center (URC) has expanded the volume and scope of its services so that we don't just represent employees in disciplinary proceedings in their department, at the Department of Personnel Administration or before the State Personnel Board. In some situations, Local 1000 representation now may include cases at the Employment Development Department, Unemployment Insurance Appeals Board and Labor Department as well as other types of representation.



***"I lost my job. I had to move. My car was repossessed. I don't know how I would have gotten by without my union stepping up for me."***

**—Takhia McCullough**  
Board of Equalization

The URC, along with Local 1000's call center—the Member Resource Center—have strengthened and streamlined the process for members who feel they have been wronged at work. Now, members can initiate the process of defending themselves just by picking up the phone and calling for advice. If you need representation, a trained URC representative—which includes several attorneys—will be assigned to your case.

**Member victories:** Joe Ruiz • Jeanne Brigman • Takhia McCullough

### Multiple front fight

In October, Joe Ruiz was laid off from his limited term job as a case records analyst for the California Department of Corrections (CDCR) and Rehabilitation in San Bernardino County. He called Local 1000 and URC representative Connie Louis stepped in.

Louis helped Ruiz file a successful complaint with the Labor Department because CDCR withheld vacation pay. The Labor Department not only ruled in Ruiz' favor, they also awarded him \$4,500 in penalties.

The outcome of Ruiz' layoff challenge is pending.

### Supervisor backs off

As a result of her success with URC representation, Jeanne Brigman decided to become a Local 1000 steward. Brigman refused to work on Columbus Day 2009 because our contract still stated that day was a paid holiday. As a result, her supervisor placed a disciplinary memo in her personnel file.

URC staff challenged the action for Brigman. The supervisor initially refused to remove the memo, but relented after a meeting with Brigman's URC representative.

"The union came to my aid and management backed down," Brigman said. "I knew I was right, but with the help of the URC, my supervisor backed off."

### Benefit battle succeeds

When former Board of Equalization employee Takhia McCullough applied for unemployment insurance and the state denied her claim, Local 1000 URC representative Ana Newberry went to bat for her. Newberry won McCullough's case at the Unemployment Insurance Appeals Board.

"Ana was able to help me get unemployment benefits during all this," said McCullough, whose life turned upside down during a bitter child custody dispute. "I lost my job. I had to move. My car was repossessed. I don't know how I would have gotten by without my union stepping up for me."

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UNION UPDATE

LOCAL 1000  
  
SEIU  
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## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

### Facebook

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# Know Your Rights

## Articles 2.6 & 2.7: Steward and employee time off

### Your right to compensated time off for representational purposes

Your union contract contains hundreds of provisions designed to protect your rights. Article 2.6: Steward Time Off and Article 2.7: Employee Time Off, define rights of stewards and employees to compensated time off for representational purposes.

#### Your Local 1000 contract guarantees:

- Employees are entitled to reasonable compensated time off, during work hours, to confer with a union representative
- Employees' release time is subject to approval by the employee's supervisor
- Stewards are also given compensated time off for representational purposes
- Stewards' release time is subject to prior notification and approval by the steward's immediate supervisor
- Additional stewards can also be granted time off under this section if agreed to by all parties

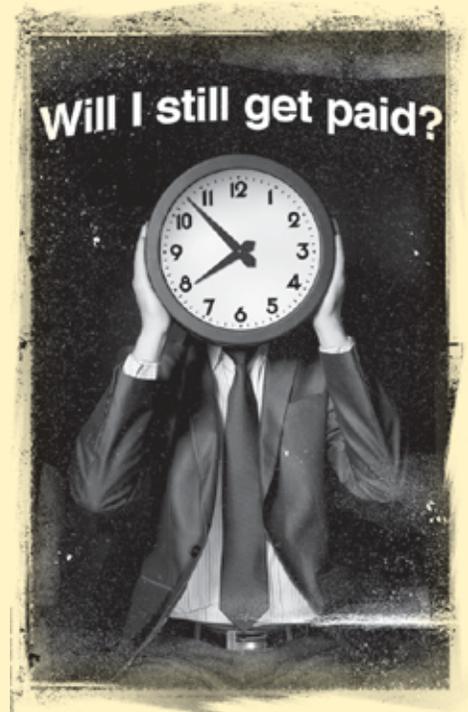
#### If your supervisor claims that the time requested is unreasonable and will not approve of the meeting, you should:

- Assess the situation and make sure the time you have set for the meeting is not taking you away from work that must be done
- Show the supervisor the contract language and ask when in the near future would be a reasonable time

#### How to take action

Contact your Local 1000 steward or call the Member Resource Center at **866.471.SEIU (7348)** if you feel your rights have been violated and/or your supervisor will not approve reasonable time. Your steward will work with you, management and your contract to determine the best course of action, including whether or not to file a grievance.

**For more information** regarding Article 2.6: Steward Time Off and Article 2.7: Employee Time Off, visit [seiu1000.org/ratification/tentative-agreement.php](http://seiu1000.org/ratification/tentative-agreement.php)



**Have a question?**

**Your union is here to help!**

call your **Member Resource Center**

**866.471.SEIU (7348)**