

APR 3  
2013

UNION UPDATE



**“When we purple up together ... that strengthens Local 1000’s position.”**

—Tammy Endozo  
Bargaining Unit 20, California Department of Corrections and Rehabilitation.



# Support your bargaining team

## Purple up for the first day of negotiations on April 10

Local 1000 is planning a series of statewide actions—to support our bargaining team—that everyone can participate in on April 10.

All across California, our members will be wearing purple “I’m All In” stickers to show their support as our 63-member bargaining team of state employees goes into contract negotiations with the state.

“We can win a fair contract by projecting power,” said Margarita Maldonado, Local 1000 vice president for bargaining. “The state needs to know that 95,000 state employees are standing firmly

behind our bargaining team. Now is the time for everyone to step up and show support.”

Meetings or rallies are being scheduled in many workplaces on April 10 throughout California. These events are timed to coincide with breaks or lunch hours. Contact your steward for an event near you. Many events will also be listed on the calendar section of [seiu1000.org](http://seiu1000.org)

“I’m stepping up at work to show my support,” said Tammy Endozo, a Bargaining Unit 20 member who works for the California Department of Corrections and Rehabilitation. “When we purple up together, the state’s negotiators notice that at the table and that strengthens Local 1000’s position.”

Brad Willis, chair of Bargaining Unit 11 and a fish hatchery employee, said that there is a way for you to show support for your union no matter where you work. “We want our members to be all in for a fair contract,” Willis said.

## Bargaining Timetable

Local 1000’s Bargaining Unit Negotiating Committee—63 state employees elected by their fellow members—will go to the bargaining table beginning **April 10**.

|                          |                   |
|--------------------------|-------------------|
| <b>April 10</b>          | Day of Action     |
| <b>April 10 – 25</b>     | Bargaining        |
| <b>April 29 – May 10</b> | Worksite meetings |
| <b>May 14 – 31</b>       | Bargaining        |

LOCAL 1000 INFORMATION

**Get the latest bargaining news**

**Receive the latest bargaining information in the following ways:**

Visit “Bargaining Central” at [seiu1000.org](http://seiu1000.org)

**Mobile alerts:** Text 1000 to purple (787753)

**Video:** Watch the Channel 1000 News

**Email alerts:** Sign up at [seiu1000.org](http://seiu1000.org)

# EDD members win arbitration on scheduling PLP time

## Arbitrator rules management violated side letter on “maximum discretion” for scheduling employee time off

Local 1000 members in the Employment Development Department (EDD) won a favorable arbitration ruling against the state after their department excessively restricted the ability of members to use their PLP 2012 time.

“This arbitration victory shows that we can successfully stand up to management when they are unreasonable,” said Joyce Wheeler-Owens, an EDD employee in San Diego. “We have put management on notice that we will not back down on contract violations.”

The grievance, filed by 21 members in San Diego County, came as a result of EDD management’s requirement that employees statewide schedule all of their PLP 2012 days up to 10 months in advance.

“Management gave us only seven days to bid on all our PLP days off for the coming year – you had to predict that time months in advance,” Wheeler-Owens said. “If you didn’t get the day you asked for, management was going to assign you a day. It was not only unreasonable; it was an egregious violation

of our contract. So we banded together and filed a grievance.”

The arbitrator found that EDD violated the June 2012 side letter of our contract by failing to give Local 1000-represented employees “maximum discretion” in scheduling leave days. Under the side letter, management can only deny leave requests based on “severe operational considerations.” The arbitrator also found EDD’s policy on PLP 2012 was even more restrictive than the department’s requirements on how vacation could be scheduled.

### More cases to come

This arbitration victory is the first in a series of more than 25 pending grievances over EDD’s application of the 2012 side letter. These include refusing to allow employees “maximum discretion” to failing to eliminate retired annuitants, to mandating days off – all policies that ignored side letter requirements or restricted the ability of employees to schedule time off.

### Resource Center

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

### Website

seiu1000.org

### Connect with Local 1000

Facebook  
facebook.com/seiu1000

YouTube  
youtube.com/seiu1000

Twitter  
twitter.com/seiu1000



## KNOW YOUR RIGHTS YOUR UNION CONTRACT PROTECTIONS

### You have the right to participate in union meetings

Throughout the bargaining process Local 1000 will hold many meetings to allow our members to discuss issues related to our contract and negotiations. Your right to attend union meetings on non-work time is protected by our union contract (Article 2.5) and the Dills Act.

If you wish to support your elected bargaining team by wearing union colors, displaying or distributing union materials or participating in a demonstration, your rights are protected by state law and our contract.

If you have questions about your rights or you are ever prevented from exercising your right to participate in any way, contact your Local 1000 job steward or call the Member Resource Center at 866.471.SEIU (7348).

**César Chávez DAY**

On April 1, most state employees were off work in honor of the great labor leader César Chávez.

If you are in the Sacramento area, you can still honor his legacy and **join us in a march on Saturday, April 6.**

The march begins at 10 a.m. at Southside Park (6th & T streets) and then heads to the Capitol.

If you wish to participate, wear purple and stop by the Local 1000 booth.