

DEC 9

2015

UNION UPDATE



Fighting the growing retirement security crisis

Local 1000 is spearheading a coalition of labor, faith and social justice groups to expand programs that address the growing retirement crisis facing millions of Californians.

Last month, our union co-hosted a coalition-building event that released research reviewing this growing crisis and what Californians will face at retirement age without new policies to change the future.

“This is the beginning of us collectively wielding our power to take on retirement security throughout California,” said Yvonne R. Walker, Local 1000 president. “We are building a powerful alliance to ensure a dignified retirement for all Californians.”

Secure Choice: new opportunity

Local 1000 leaders and staff are working with the new Secure Choice Board to provide a new retirement opportunity for private sector workers. We support full implementation of the California Secure Choice Retirement Savings Trust Act in 2016. The legislation was sponsored by Local 1000 and authored by Senate President pro Tempore Kevin De León and signed by Governor Brown in 2012.

The Secure Choice Board, of which Local 1000 president Walker is a member, is developing a voluntary plan that would provide a secure retirement savings option to workers who don't have access to an employer-based retirement plan, funded by an automatic payroll

deduction. The plan is designed to serve the 6.3 million private sector employees currently without pension plans in California.

Public Pension Attacks

Attacks on public pensions continue, even though they are one of the most effective ways to help seniors avoid poverty, and one of the best ways for public employers to provide fiscally responsible approaches to retirement for public employees.

Two ballot measures recently filed by Chuck Reed and Carl DeMaio threaten to drastically reduce or eliminate public pensions, replacing them with either nothing or vastly shrunken plans. It will become more evident in the next few weeks and months if the authors are able to gather enough financial support to get signatures and have these measures qualify for the November, 2016 ballot.

Shoring up Social Security

Local 1000 is also working with national partners through coalitions such as “Social Security Works” to expand and protect Social Security. Recently, this coalition began supporting a new bill co-authored by Senator Warren to close a tax credit for wealthy corporate benefits and provide a COLA for seniors receiving Social Security.

Local 1000 will continue to provide opportunities to members to learn more about these issues and information on how to get involved to fight attacks and provide real retirement security to all Californians.



“We are building a powerful alliance to ensure a dignified retirement for all Californians.”

*—Yvonne R. Walker
Local 1000 President*

Retirement Security: Startling Trends

TODAY'S CHALLENGES

- Three in 10 seniors do not have enough income to cover their basic needs, and this situation will only grow worse without policy changes.
- Latinos, African-Americans, women and renters are growing as a share of our seniors, and these same seniors are the most economically vulnerable.
- Income inequality: The gap between high and low income workers will only increase in retirement, making it difficult for many seniors to meet their basic needs.

IN JUST 20 YEARS ...

- The number of senior Californians will grow 64 percent, from 7.3 million to 12 million.
- Living longer: there will be more than twice as many Californians over 80 as today, causing many people to outlive their savings.

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
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One Voice Town Halls connect members, candidates

SEIU making endorsement process accessible to all

As we roll into the 2016 election season, Local 1000 members will have an opportunity to share their voice in the endorsement process as we work together to elect lawmakers who support working families.

In a series of One Voice Town Halls, our members, along with our brothers and sisters from SEIU Locals up and down the state are meeting with candidates and engaging in interactive dialog about issues important to them. There are more than a dozen such meetings scheduled in November and December, with many more slated to happen in the first half of 2016.

“This is a great opportunity for our members to participate in the democratic process and shape our future,” said Margarita Maldonado, Local 1000 vice president for bargaining.

In November, Maldonado hosted a One Voice Town Hall in Sacramento featuring Sacramento mayoral candidates Darrell Steinberg and Angellique Ashby, who were seeking support for their candidacy as part of the One Voice process.

MAKE POLITICS MATTER

Attend a One Voice Town Hall in your area

Schedules available online at seiu1000.org

About the “One Voice” process

For virtually every statewide election and many local elections, SEIU locals participate in what they call a “one voice” process—all locals, one voice. Locals and their members attend a series of town halls in order to make recommendations on candidates seeking endorsement during an election.

Contract enforcement: member’s merit adjustment restored

Protecting the hard-earned rights of all members

A Local 1000 member has had his 5% annual Merit Salary Adjustment restored after it was denied in June of 2015. Local 1000’s Union Resource Center (URC) filed a grievance, arguing the denial was unreasonable after management failed to establish any performance problems.

Local 1000’s grievance process is just one way our union works to protect its members by enforcing our contract. More frequently, our Local 1000 stewards are able to work with state management and labor relations to solve issues and correct workplace problems informally, through discussions. In either case, the guiding principle is the contract language and the rights it confers that our members have negotiated for and stand up to protect.

“When we win for one member, we win for all members.”

—Tamekia N. Robinson
Vice President for Organizing/
Representation

Kai Kelly, a Unit 15 security guard at the Department of Veterans Affairs, called our Member Resource Center and was referred to staff at the URC. Working together with Kelly, the URC representative argued that the guard hadn’t received an Individual Development Plan in two years, evidence itself of satisfactory performance, according to Article 13.6 of our contract.

Upon resolution of the grievance at the department level, Kelly received his annual 5% Merit Salary Adjustment retroactive to July 1, 2015.

“When we win for one member, we win for all members,” said

Tamekia N. Robinson, Local 1000 vice president for organizing/representation. “We put the state on notice that we will enforce every page of the contract our members worked so hard to bargain for.”