

Bad Boss? Here's What You Can Do

Got a bad boss? We've all encountered them—someone whose decisions or actions make work more difficult than it needs to be. Whether it's denying approved leave without explanation, violating safety protocols, retaliating against workers for speaking up, or creating a hostile environment through inappropriate comments or unfair treatment, these are serious issues that deserve attention.

You don't have to handle these challenges alone. As union members, we stand together to ensure that workplace policies are followed and workers are treated fairly. If you feel your manager is out of line or not adhering to the contract, the first step is reaching out to a union steward or representative. They can help you assess the situation, review contract language, and develop a plan of action.



In many cases, issues can be resolved informally through conversations that clarify expectations or reinforce contractual rights. However, if necessary, your union can escalate the matter through formal channels like grievances or appeals to ensure accountability.

Bad bosses don't have the final say. Together, we can create workplaces that are fair, respectful, and supportive. If you're dealing with workplace issues, don't hesitate to contact your union for support. Call our **Member Resource Center at 866-471-SEIU (7348)** for advice, guidance, and to take the first step in protecting your rights. We're here to help you navigate challenges and ensure fairness in the workplace.



MESSAGE — FROM THE — PRESIDENT

A message from
President Anica Walls

Dear Local 1000 Members,

As we step into 2025, I'm proud of how we've stood together to protect workplace rights and support our members. This edition of our newsletter highlights our collective strength, from helping members like Kyle successfully reduce the length of a proposed pay cut to ensuring CalFire employees' leave requests were honored.

You'll also see how we're addressing bad bosses, staying ready to fight for the 4% raise, and celebrating the work of our Native American Committee. Together, we're building a stronger union and a better future for all state workers.

In solidarity,
Anica Walls

INSIDE THIS ISSUE

Union Support in Action: Fighting for Fair Treatment

When Kyle, a Tax Technician in Bargaining Unit 1, received notice of a proposed 5% salary reduction for six months, he knew he needed support. As a union member, he immediately reached out to his worksite steward, Mechelle, who wasted no time in connecting him with a union representative. Together, they created a plan to address the issue.

Kyle's case highlights how union representation can make a meaningful difference in the workplace. Mechelle and the union representative prepared for his Skelly Hearing, ensuring Kyle had a strong defense. They also filed a timely appeal with the State Personnel Board (SPB) and opened negotiations with his department to find a fair resolution.

Thanks to their efforts, the proposed penalty was reduced to a 5% salary reduction for only three months. Even better, all documents related to the issue will be removed from Kyle's Official Personnel File within six months. This resolution not only protected Kyle's financial stability but also ensured his professional record remained intact.

Your Union, Your Support System

Kyle's story is a testament to the value of union membership. Without union representation, he might not have achieved such a positive outcome. As a member of SEIU Local 1000, you have access to knowledgeable stewards and representatives who will stand by your side to protect your rights and advocate for fair treatment.

If you're not yet a member, now is the time to activate your membership and ensure you have the support you need when it matters most. Join us in building a stronger union for all state workers.



ACTIVATE YOUR MEMBERSHIP TODAY!

The Fight for 4%: Why We Need to Stay Ready

Fair pay is about securing financial stability for our families while ensuring our contributions as state workers are recognized and respected. The fight for the full 4% raise isn't just about numbers; it's about standing together for fairness and the recognition we deserve.

Raising wages uplifts our communities and honors the hard work we do every day. Many of us have gone far too long without fair compensation, and

now is the time to take action. Our collective strength has always been the foundation of our success, proving that when we unite, we achieve meaningful change.

Here's how you can show your support:

- **Sign the Petition:** Add your name to demonstrate your commitment to fair wages. Every signature strengthens our voice.
- **Spread the Message:** Use our social media toolkit to share the importance of this fight with coworkers, friends, and your community. Together, we amplify our impact.
- **Show Your Support with a Zoom Background:** Download a custom 4% campaign background and use it during virtual meetings to keep the conversation front and center.



- **Activate Your Membership:** If you're not yet a member, now is the time to join us. Strong membership means greater power to negotiate and advocate for the pay we all deserve.

Visit seiu1000.org/4percent for resources, updates, and tools to stay engaged. Together, we're making sure state workers are respected, valued, and fairly compensated. Let's keep building our strength and fighting for what we deserve.



CalFire Employees— Standing Up for Your Rights



When a manager at the CalFire office in Perris notified employees that vacation and leave requests would not be approved due to an upcoming change in supervisors, frustration quickly

grew among staff. Employees knew this wasn't right, but many felt unsure about how to challenge the decision. That's when the union stepped in to help.

The union immediately referenced Article 8.1 Subsection K of the contract, which outlines employees' rights regarding vacation and leave approvals. An email was sent to the manager to clarify the contract language and reinforce the employees' entitlement to fair and timely processing of their requests.

Thanks to this swift intervention, the manager reversed course. Vacation and leave requests were processed according to the contract, and employees were

notified of their status. What could have been a drawn-out grievance process was resolved quickly and fairly through collaboration and a firm understanding of contractual rights.

This win highlights how important it is to know your rights and have a union that stands ready to ensure those rights are upheld. Whether it's vacation, pay, or workplace safety, the union works to protect the benefits and dignity of its members.

Have a similar issue? Always reach out to your union representative or call our Member Resource Center at 866-471-SEIU (7348). Together, we can ensure that workplace policies are applied fairly and consistently for all.

30,903 Calls Answered— How We're Supporting Each Other

This past year, we've answered an incredible **30,903** calls through the Member Resource Center (MRC). Whether it's questions about pay raises, dealing with workplace issues, or understanding benefits, these calls show how we stand together to solve problems and navigate challenges.

This level of support is only possible because we work as one team. When we pool our voices and resources, we ensure that no one has to face tough situations alone.

It's more than just a phone call—it's about state workers supporting state workers, ensuring fairness and providing solutions for the challenges we all face.



**LOCAL 1000 MEMBER
RESOURCE CENTER**

866.471.7348 (SEIU)

MONDAY – FRIDAY

7 A.M. TO 7 P.M.

WWW.SEIU1000.ORG/CONTACT-US/



**TOGETHER, WE'RE
STRONGER—AND
TOGETHER, WE WIN**

UNION INFORMATION

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

Instagram
instagram.com/seiu1000

TikTok
tiktok.com/@seiu.1000

FIND THE LATEST EDITIONS
OF OUR NEWSLETTERS AT
SEIU1000.ORG/NEWS



Native American Heritage Month Parade: A Celebration of Union and Culture



SEIU Local 1000's Native American Committee proudly participated in Sacramento's Inaugural Native American Heritage Month Parade on Saturday, November 9. Held along Capitol Mall, the event brought together Indigenous people and allies from across the region to celebrate traditions, culture, and resilience. It was a vibrant display of unity and pride that highlighted the rich contributions of Native Americans to our communities and workplaces.

Walking together in solidarity, members of the Native American Committee carried forward our commitment to amplifying the voices of Indigenous workers. This participation underscored the union's role in advocating for workplace equity and ensuring all workers are respected and valued.

The parade served as a moment to honor the cultural heritage of Native Americans and their vital role in shaping the labor movement. From fighting for workplace protections to promoting justice, Native American Committee members lead efforts to address the challenges faced by Indigenous workers while encouraging broader participation in state service.

The Native American Committee remains dedicated to creating spaces where Indigenous workers can thrive. Through outreach, education, and advocacy, the committee works to ensure fair treatment, justice, and respect for all members. These efforts reflect the shared values of SEIU Local 1000 and our commitment to building a stronger, more inclusive workforce.

If you're interested in learning more about our Native American Committee's mission or becoming involved, visit our Native American Committee Human Rights webpage. Together, we continue to stand for fairness, opportunity, and solidarity.

www.seiu1000.org/native-american-committee/

