

MAY 22
2019

UNION UPDATE



WEALTHY INSURANCE COMPANIES PROPOSE PREMIUM INCREASES PROFITABLE PROVIDERS ASK FOR UP TO 16% BUMP

On April 14, CalPERS released its preliminary rates for 2020 health care premium increases. Those increases included Kaiser and Western Health Advantage at 6%, United HealthCare at 11.4% and Blue Shield of California at 16%. The 2020 rates—still subject to negotiation—will be voted upon by CalPERS in June.

For more than a month, we've been standing up against big insurance providers and their high-paid CEOs to say, "Don't Raise Our Rates!" Already, members have sent thousands of letters pressuring those CEOs to put patients before profits.

Our actions have already paid dividends. CalPERS Board Chair Rob Feckner and board member Theresa Taylor were adamant that the

rates were too high and that more work needed to be done to get the rates down in the next month. And they recognized that the stories we are sharing are making a difference.

In 2018, the collective action of members and our strong presence on the CalPERS board helped reduce out-of-control health care costs.

Eight of 13 health care providers reduced their rates for 2019 and, as a result, most of the 96,000 state workers we represent enjoy reduced premium rates.

With the proposed rates now published, it's more important than ever that we use the power of our union to keep those rate increases down and make quality health care affordable and accessible.



"My daughter has scoliosis. I pay thousands of dollars for my insurance and then have to pay thousands for treatment. This is so wrong. Families should not have to worry about going broke while worrying about surviving."

Cassie Mitchell, CalTrans, Redding CA

Tell big health care insurance to put patients before profits!

Here's how you can make your voices heard:

- ✓ Share our fight on social media. Access the easy-to-use "Don't Raise Our Rates!" social media toolkit online to find graphics and suggested post language.
- ✓ Send a letter to health care CEOs today, and encourage your coworkers, friends and family to do the same. It's online and takes just one minute to complete.

Take action today! seiu1000.org/dont-raise-our-rates

Resource Center

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

Website

seiu1000.org

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Celebrating Asian Pacific Islander Heritage

Connie Enriquez: Inspired by the past to build a better future

For more than a decade as a union steward, Connie Enriquez has worked to build a better, safer workplace for herself and her coworkers, bringing her fellow members together in the important fight against the dangerous practice of mandatory overtime.

"By working together with members and our union, we've made progress in reducing the impact of forced overtime," she says. "This is an issue that affects the quality of patient care we provide, the safety of the communities where we live and work, and most important, the lives of nurses who are often called on to work back-to-back shifts with little notice."



"I became a union steward because it gave me a stronger voice for my members and earned me more respect from management."

Connie Enriquez, LVN, North Kern State Prison

She's one of a new generation of union leaders, but she draws her inspiration from Larry Itliong, a renowned Filipino labor leader who famously organized the Delano grape worker strike in 1965.

"Larry Itliong showed me that when you stand together, management listens. It doesn't matter what color you are or where you are from. You deserve a voice, and you deserve to be heard."

Connie is just one of a growing group of Asian Pacific Islander leaders in Local 1000. She chooses to lead "because I want to set an example for my fellow API coworkers and demonstrate the kind of power we can achieve together."

REAL REPRESENTATION IS A UNION VALUE WE ENSURE OUR HARD-EARNED RIGHTS ARE ENFORCED IN THE WORKPLACE

WIN – Merit Salary Adjustment Denial Reversed

When our member, an IT Associate working at the Department of Health Care Services was denied an annual Merit Salary Adjustment (MSA) despite a good work record, she turned to Local 1000's Union Resource Center for representational help.

The denial was issued because her entire work unit was "under investigation," but there were no specific facts indicating our member's performance or conduct did not meet standards for the MSA review period of the previous 12 months.

A grievance was filed and won, and the member received the MSA and was paid retroactively to the proper effective date.

Read more: Article 11.7 – Merit Salary Adjustment

WIN - Unfair Application of Sick Leave Policy Reversed

A Local 1000 member, working as a Permanent Intermittent employee at DMV, requested three days off in advance of an upcoming medical procedure. The supervisor demanded a doctor's note before the sick time was used. This member had no attendance issues of any kind in the previous 12 months and believed the request was unfair.

With pressure from our representational staff, the DMV office manager withdrew the request for any kind of doctor's note—before or after the procedure.

Read more: Contract Article 8.2 – Sick Leave

WIN - Hostile Work Environment Corrected

After a supervisor's repeated micro-management of a Unit 4 employee at a Southern California CDCR facility created a hostile and unsafe work environment, our representational team requested a "Cease and Desist" in support of our member.

After prison management's efforts to provide counsel and re-training failed to provide the intended result, the supervisor was demoted from the position.

Read more: Article 10.21 Workplace Violence and Bullying Prevention

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