

Union Power

Bargaining Unit 11 win proves that members in action make a difference

"I was just paying my dues, never thinking about how the union would ever help me," says Transportation Engineering Technician Tuan Nguyen. "Last month that all changed."

When California Department of Transportation (Caltrans) proposed a relocation that would add more than 100 miles to the daily commute of more than 20 District 7 employees, many workers thought little could be done.

That's when Local 1000 stepped in to mitigate the impact of the relocation.

"I got to see firsthand how Local 1000 represented me ... now I have a real respect for the collective power we can project."

—Tuan Nguyen

Transportation Engineering Technician, Caltrans



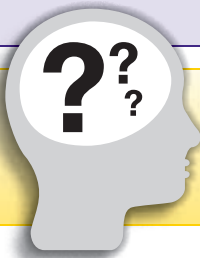
His family is just one of 20 who would have been thrown into turmoil by the proposed relocation. Instead, Local 1000 representatives asked Nguyen and his fellow employees to participate in negotiations to limit the impact of the relocation. After conveying the brutal impact that would result from the proposed relocation, final discussions between Local 1000 representatives and Caltrans management finalized a solution, including an opening of a mobile lab that limited relocation and even created better commuting options for some employees.

"Especially in these times of tighter and tighter budgets and department consolidations, employee and union impact really can make a difference," said Brad Willis, Bargaining Unit 11 Chair who participated in the relocation negotiations.

"I got to see firsthand how Local 1000 represented me," Nguyen said. "Now I have a real respect for the collective power we can project."

What we won

- Super seniority for three members for priority transfers due to hardships
- Four members got to choose their own location
- All members that could not move to the new lab were placed in locations within the same distance or even closer to their homes
- Agreement that the move was 50 miles (the 50 miles allows them more benefits according to our contract)
- Grace period of 90 days and 60 minutes for being late to report to work for the individuals who moved to the new lab in case they were late due to traffic in Los Angeles—there will be no discipline
- Members going to the new lab temporarily will receive per diem or long-term travel
- One member received free parking for one month
- Local 1000 will inspect the lab in the near future for a tour to ensure safety requirements are satisfied and to meet with members



Have a problem at your worksite?

Call the Member Resource Center 866.471.SEIU (7348)

JULY 13, 2011

UNION UPDATE

2011-2012 SEIU scholarship awards

Nine awarded to children of Local 1000 members

Nine children of Local 1000 members have won college scholarships awarded by SEIU. The 53 national scholarships range in size from \$1,500 to \$5,000 and are awarded to help working families fulfill the dreams and educational goals of their children.

Name	Attending College/ University	Parent/Guardian Member Name
Students receiving \$1,000 renewable scholarships		
Colleen Hannum	Taft College	Jolene Fanony
Kelsey Kunis	California State University-Monterey Bay	Lissa Kunis
Students receiving \$1,500 scholarship		
Madeleine Cornelius-Harner	American River College	Patricia Cornelius
Kelly Liang	University of California-Berkeley	Bojun Liang
Miranda Melliza	Notre Dame de Namur University	Marcene Melliza
Dorothy Mittow	Princeton University	Jane Schafer-Kramer
Ruby Raines	American River College	Ruby Raines
Student receiving \$5,000 renewable scholarship		
Andrea Ikeda	University of California-San Diego	Katherine (Kathy) L. Ikeda

Resource Center

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

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seiu1000.org

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Know Your Rights

Article 6: Grievance and Arbitration

Your union contract contains hundreds of provisions designed to protect your rights. **Article 6-Grievance and Arbitration** defines a grievance as a dispute involving the interpretation and enforcement of the terms of the contract and guarantees your right to fair and timely resolution.

Grievances should be discussed informally with the employee's immediate supervisor who must give a response within seven calendar days.

Step 1: If an informal grievance is not resolved satisfactorily, a formal grievance may be filed in writing no later than 30 calendar days after the event being grieved.

- Written grievances must include a description of the alleged violation, the specific act(s) causing the violation, and the specific remedy being sought.
- The department must respond in writing within 30 calendar days of receipt of the formal grievance.

Step 2: If the grievant is not satisfied with the written response, a written appeal may be filed with the department within 30 calendar days after receipt of the written response. The department must respond

in writing to the appeal, with a copy sent concurrently to Local 1000 headquarters.

Step 3: If the grievant is not satisfied with the decision rendered at Step 2, an appeal may be filed within 30 days to the Department of Personnel Administration (DPA). A response is due from DPA within 30 days.

Step 4: If the grievance is not resolved at Step 3, Local 1000 has the right to submit the grievance to arbitration within 30 days. An arbitrator will be mutually selected by DPA and Local 1000.

How to take Action

Contact your Local 1000 steward if you feel your rights have been violated. Your steward will work with you and management to determine the best course of action. Remember, grievances must be filed within 30 calendar days from occurrence in order to be considered.

For more information regarding Article 6: Grievance and Arbitration, review your contract by visiting seiu1000.org