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# UNION UPDATE

LOCAL 1000  
  
Stronger Together

# Putting our new contract to work

## With ratification complete, implementation begins

Now that Gov. Jerry Brown signed our contract bill last week, the bargaining process is complete. However, the challenge of implementing our new protections and rights has just begun.

“Even though we signed and ratified this contract, there is still a lot of work for our army of activists,” said Margarita Maldonado, vice president for bargaining. “This contract gives us the tools to address a number of ongoing issues in various departments and classifications.”

For example, a new Joint Labor Management Committee (JLMC) has already begun the process of looking at updating the classification of librarians in the prison system. So far all parties—CalHR, Local 1000 and the California Department of Corrections and Rehabilitation—have agreed to support a revision of the classification specifications based on actual duties performed and actual responsibilities expected of prison librarians.

Some of the committees to be formed under our new contract will have wide responsibilities. For example, a new JLMC affecting Unit 21 members will focus on the negative culture and work environment created by management. A different JLMC will look at the future of the printing trades in the Office of State Publishing.

“This is important for every Unit 14 member—we want a voice in the future of our trade,” said Robert Vega, vice chair of Bargaining Unit 14.

### New workplace protections

Meanwhile, Local 1000 will also be training stewards in other aspects of the new contract with a focus on workplace representation. Last weekend, about 250 stewards in our Statewide Bargaining Advisory



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Vice President for Organizing/Representation

Committee received their first training on implementation of the new contract, and on different strategies for contract enforcement using organizing and the grievance process. That group of stewards will later provide more stewards and members with training on the new contract.

The contract empowers our members in some new areas. (See back page for details on the improved Dignity Clause and the new Workplace Bullying protections.) In addition, language in other parts of the contract was strengthened.

“We’ve fought hard for this new contract—now it’s time to put it to work for us,” said Tamekia N. Robinson, vice president for organizing/representation. “Our goal is to train all of our stewards over the next few months on the changes in the new contract. A contract is only as good as its implementation.”

# Dignity Clause Strengthened

## Members can now file grievance over dignity violations

Under our new contract, members have more rights when it comes to workplace bullying or other violations of the dignity clause.

Our bargaining team succeeding in obtaining language that strengthens the Dignity Clause (Article 5.11) so that employees who believe they have not been treated with generally accepted standards of dignity and human courtesy may now file a grievance. Previously, members could only file a complaint of dignity clause violations to their department head.

In addition, our new contract requires each state department to maintain a Workplace Violence

and Bullying Prevention policy and distribute it to each employee.

### Workplace bullying

“We fought for the strongest possible protections for our members who experience workplace bullying—I know firsthand how a bully boss can create a nightmare for you at work,” said Sophia Perkins, chair of Bargaining Unit 4, who testified about her own experiences during bargaining. “One reason I became active in the union is



*“I know firsthand how a bully boss can create a nightmare for you at work.”*

—Sophia Perkins  
Chair of Bargaining Unit 4

to address this issue and hold bullying bosses accountable.”

To learn more about the Dignity Clause (Article 5.11) and Workplace Violence and Bullying Prevention (Article 10.21), go to [seiu1000.org](http://seiu1000.org)

If you have experienced workplace bullying or other violations of the dignity clause, call the Member Resource Center at **866.471.SEIU** (7348).

### Resource Center

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

### Website

[seiu1000.org](http://seiu1000.org)

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# Victory for seasonal employees

## Local 1000 intervenes to save member jobs

Local 1000’s contract language giving members preference over private vendors has paid off for seasonal employees at the Department of Food and Agriculture, where several employees kept their jobs after intervention by our Union Resource Center (URC).

The Department of Food and Agriculture was preparing to let go of some seasonal agriculture technicians at the office in Riverside in June while management planned to continue to utilize some private contractors doing the exact same work. To lay off state employees while protecting private contractors is a violation of the displacement avoidance language—Contracting Out (Article 14.8)—of our contract.

Connie Louis at the URC office in Rancho Cucamonga pointed out this contract violation in a phone call with the division manager at the Department of Food and Agriculture.

“I explained that our members – including seasonal employees—have preference in remaining employed over contracted employees,” Louis said. “The state waited several days before responding and then returned the seasonal employees to work.”

### Protections in our contract

This case points out the importance of provisions in our contract that protect our rights.

“During bargaining, we worked hard to protect all of our members from outsourcing, especially seasonal employees who are more vulnerable,” said Brenda Modkins, chair of Bargaining Unit 1, which represents the agriculture technicians. “Cases like this show why we put so much work into bargaining and representation—a strong contract can save jobs.”