

SEIU Local
1
BOARD OF DIRECTORS





Purpose

Provide an update on the integration of the Field Department into the Union Resource Center and the enhancement of SEIU Local 1000's ability to respond to our members' representational and organizing needs.



Goals

- + Improve capacity for expanding quality representation
 - + Increase efficiency
- + Deepen member engagement and support
 - + Grow our membership
 - + Develop staff and leaders



Union Resource Center Today

URC reps and organizers are now working the full range of Union Representative/Organizer classification in order to provide support with both representation and organizing.

In collaboration with the MRC and other Departments, the URC is quickly and effectively responding to representational matters.



Representation-Reinforced and Workplace-Focused Organizing

All Union Representatives continue to be trained and mentored to enforce the contract for all represented employees and represent members and Union through appeals with the SPB, Cal HR and PERB.

With more Union Representatives focused on representation, we can dig deeper into addressing issues around classifications, working conditions and other matters that are important to the Union and all represented employees.

How are we getting there?

A September to Remember with Lots of Training!!!

- Intro to URC
- Legal Processes-transfers to Legal
- Growth Mindset
- Unleashing Worker Power
- Team Types Training.
- Meet & Confers
- Intakes, Grievances and Complaints
- Moving Workers to Power
- Storming, Forming, Norming, Performing
- JLMCs
- Investigations/SPB Appeals
- Team Norms
- Compass Training



Staff Was Essential in this Enhancement Effort

- Senior Union Representatives facilitated many of the September Trainings.
- URC representatives have been instrumental in supporting each other with training and mentoring their peers.
- Training and mentoring will continue as URC representatives continue to encounter the array of representational scenarios we face.
- Additional trainings are being developed and will be scheduled in the new year.

We're Doing Real Representation!

- **WIN:** Helping represented employees continue or expand teleworking. For example, two members wanted to be able to telework. One wanted to telework three days per week and the other wanted to continue teleworking fulltime. We helped each member draft an official request to management invoking **Article 19.8 – Flexible Scheduling**, and in each case, the members requests were approved. There are multiple other members from DHCS and CDPH who are currently making similar requests.

We're Doing Real Representation!

- **Fighting for Healthy and Safe Conditions-Represented** Employee at EDD in El Centro, called SEIU Local 1000 on Monday November 1, 2021 to inform us that EDD El Centro did not have plexiglas/plastic barriers between staff servicing the public at the desks in the lobby and the public. The URC representative notified EDD Labor Relations Officer in Sacramento of this problem, and by Friday November 5, 2021, barriers were at the worksite.



We're Enhancing Staff Skills

- **Staff Development Continues:** Even though the current working conditions surrounding COVID are fast-moving and challenging, URC staff are excited at learning new tools and are engaging in their work with more enthusiasm and creativity.
- We are making sure that the URC staff continue to be provided opportunities and support to do the work of SEIU Local 1000.

What does the future hold?

- Union representatives will continue to work closely with member leaders and stewards on representation and in strengthening our membership.
- Become more familiar with their assigned DLCs to lay a solid foundation for our upcoming bargaining campaign and any other future campaigns.
- Union representatives will expand on issue organizing, new member NEOs and investigating and asserting meet and confer rights.



Questions?