

MAY 13
2015

UNION UPDATE



Steward training develops new leaders

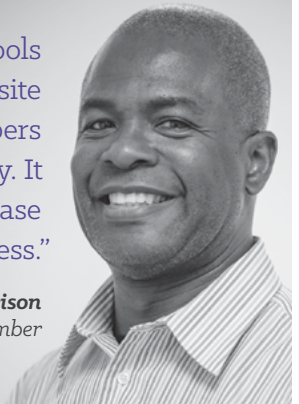
Members step up to provide real representation

In Anthony Harrison's workspace at EDD, he keeps a sign that says, "The changes we seek in our communities begin with us." Harrison says the sign sums up this view of making the world a better place: involvement is everything. And Harrison wants to be involved.

Involvement meant stepping up from being a member to being a steward, so he signed on for Local 1000's Leadership Apprentice Program for Stewards (LAPS). LAPS candidates participate in an intensive six-month apprenticeship. They spend the first month learning about the workings of the union and the role of stewards. Then they spend three months in intermediate training that includes several half-day sessions with organizers, representatives, lobbyists and other stewards. The final two months include deeper hands-on training as participants spend a week "shadowing" field organizers, then another week with union representatives in the Union Resource Center (URC).

"I can take these tools back to the worksite and engage members more compellingly. It will really increase my effectiveness."

— **Anthony Harrison**
Local 1000 member



Harrison just finished his week shadowing field organizers and an introductory day at the URC and came away with a fuller understanding of the complex work of a broad, statewide, member-run organization like Local 1000. "It was like seeing inside the machinery," he says.

For Harrison, the shadowing and comprehensive training of the LAPS program will make him the best, most involved steward he can be. "I can take these tools back to the worksite and engage members more compellingly," said Harrison. It will really increase my effectiveness."



"The LAPS program is an investment in the grassroots strength of our union. "The collective power of Local 1000 is based on the ability of our stewards to share union values and to connect with coworkers and their communities."

— **Tamekia N. Robinson**
Vice President for Organizing/Representation.

Vote for your statewide officers, DLC officers, bargaining unit representatives and convention delegates.

Local 1000 Leadership Elections

Ballots Due May 20 • 5 pm

Make your voice heard!

\$35,000 back pay win for Covered California members

Local 1000's ongoing effort to improve labor relations at Covered California resulted in three employees receiving about \$35,000 in back pay and a relatively new state department receiving another critical lesson in respect for a unionized workforce.

The three employees, Permanent Intermittent (PI) workers at the Fresno call center, had been placed on unpaid leave while being investigated for unknown reasons. The employees were left in a state of limbo for months, not being paid and not knowing if they should look for other work.

Local 1000 took up the fight on two fronts because Covered California's actions violated both our contract and state labor law. The Union Resource Center filed a grievance and the legal department mounted a challenge at the State Personnel Board (SPB), citing law that says unpaid leave can't exceed 15 days before an employee is either served with an adverse action or returned to work.



"Every time we challenge Covered California and win, it's an important development in our ongoing relationship with them."

—Margarita Maldonado
Local 1000 Vice President for Bargaining

Covered California wrongly claimed they had the right to put employees on such unpaid status because PIs are not entitled to any guaranteed hours, but the SPB ruled in our favor and Covered California agreed to \$35,000 in combined back pay for these three employees.

Much of Covered California's management came from the private sector and had limited experience interacting with public employee unions. It has often fallen to Local 1000 to educate them.

"Every time we challenge Covered California and win, it's an important development in our ongoing relationship with them," said Margarita Maldonado, Local 1000 vice president for bargaining. "They are gradually beginning to understand they have to work with the union."

Resource Center

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

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Secure Choice board considers retirement plan options

Working to meet the needs of millions of workers with no pension

Local 1000's work to provide retirement security for all Californians continued on April 27 as the California Secure Choice Board met to discuss the best options to help millions of private sector workers save for retirement.

President Yvonne R. Walker, a Secure Choice board member, described the group's efforts to develop legislation that will set up a retirement savings plan that can be accessed by workers whose employers don't provide one.

"It is an incredibly complex job to create a savings system for workers, but it is extremely rewarding to know that our state is showing

leadership in helping millions of workers gain retirement security," Walker said.

"Providing economic security for all Californians is at the core of Local 1000's purpose statement," Walker added. "The working families we represent and those that live in our communities all deserve to retire with dignity and security."

Fewer than half of private sector workers in California have access to a retirement plan through their work and only about a third actually participate in a plan.

The Secure Choice Board was created as a result of SB 1234, the



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—Yvonne R. Walker
Local 1000 President

Local 1000-sponsored bill which Gov. Brown signed into law in 2012. Under SB 1234, the board is directed to conduct a feasibility study and then develop a plan that would give millions of private sector workers the ability to save money for retirement.