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# UNION UPDATE



# THE CONTRACT AND BEYOND



## SBAC identifies collective power as key to success

Local 1000's Statewide Bargaining Advisory Committee (SBAC) met on November 14 and 15 in San Jose to plan, train and outline visions and strategies to ensure our members' priorities are moved forward at the bargaining table and beyond. Central to the gathering was the challenge for members to come forward and present a strong, united front to secure the best contract possible.

Our bargaining team consists of nearly 200 member-elected bargaining representatives who act as liaisons with our members up and down the state. Of those, 63 are members of our Bargaining Unit Negotiating Council, who represent Local 1000 at the bargaining table. Their efforts are supported by more than two dozen professional staff in legal, research and contract departments.

### Strategies for success

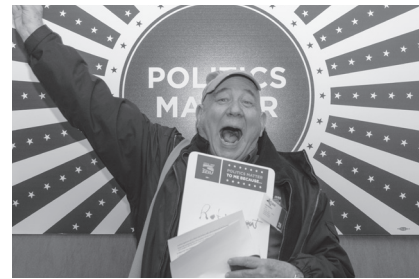
Three strategies were identified as crucial to bargaining table success: growing membership, building worksite action teams and mobilizing those teams to act for the contract. Drilling down on those strategies, this fall's SBAC focused on intensive trainings in structure, project management and how to have organizing conversations to draw people into the work of their union.

"The difference between getting a good contract and a great contract is getting as many members involved as possible," says Vice President for Bargaining Margarita Maldonado. "We need to work

together if we want to be successful at the bargaining table."

The tools SBAC members learned will prepare them for bargaining but will also help them build power and unity in their worksites by creating strong networks that will sustain our union through all the challenges and opportunities of the future.

"When we speak in one united voice, we show the State a collective power that can't be denied," says Maldonado.



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**—Margarita Maldonado**  
Vice President for Bargaining



## Adverse actions withdrawn at CDCR

Real representation clears wrongfully accused LVNs

False accusations are painful and can damage reputations. So when two LVNs at the California Correctional Institute in Tehachapi were blamed for a discrepancy in a pill count after their shift, Local 1000 mobilized our legal and representation resources to help these two members clear their names.

Each of the two members was served with a Notice of Adverse Action (NOAA) reducing their pay by five percent—one for six months and one for four months. The NOAA accused the nurses of covering up a count of phenobarbital, a narcotic. But both employees insisted they had followed



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—Rionna Jones  
Chair of Bargaining Unit 20

procedure, and the pill count was accurate.

So they reached out to Local 1000. After gathering facts, Local 1000 was able to prove in a Skelly hearing that the required pill count was accurate and that the pills in question were in fact antacids and not subject to a pill count. The Skelly officer agreed with the union’s argument and recommended the withdrawal of the actions. Management accepted the recommendations and the adverse actions were withdrawn.

“These nurses didn’t have to face false accusations alone; Local 1000 had their back,” says Rionna Jones, chair of Bargaining Unit 20. “That is what effective representation is all about.”

### Resource Center

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

### Website

seiu1000.org

### Connect with Local 1000

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## A Thanksgiving Message from President Yvonne R. Walker



**At Local 1000, we make reflection an important part of our work. And Thanksgiving is the perfect time to reflect and be thankful for what we have and how we can use what we’ve been blessed with to better the lives of others.**

As state workers, we are fortunate to have pensions but less than half of private sector workers in California have any retirement benefits at all through their employers. And nearly half of ALL Californians working today are on track to retire into poverty.

Just like many families use the warmth and plenty of Thanksgiving dinner to reflect upon the hunger of others, we must remember how hard we

fought for our retirement security—and continue to fight to keep it—to reflect on the lack of security for so many of our friends, family and community members. We must always expand the fight beyond our own self-interests.

The same holds true for the other hard-fought rights we enjoy that help us put food on the table and care for our families. We need to stand strong for income equality, affordable health and child care for all, racial and immigrant justice and the right of all workers to join a union.

On this Thanksgiving, be grateful for what you have and hold your loved ones close. And don’t forget to reflect on the needs of others and how you can share of yourself and join the fight to bring the possibility of a good life to all.

I give thanks for you, our members, and all you do. When we stand together, we can accomplish anything.

*In solidarity and gratitude,*

**Yvonne R. Walker,**  
President  
SEIU Local 1000