

DEC 14
2016

UNION UPDATE

SBAC moves tentative agreement to — Ratification Vote — A Contract We Can All Be Proud Of

On Dec. 10 our Statewide Bargaining Advisory Committee (SBAC) unanimously approved sending our tentative agreement to our membership for a ratification vote!

The SBAC is our union's 200-member committee that identifies and sets priorities for contract negotiations and provides support for contract bargaining campaigns.

The ratification period is Jan. 4 – 17 and voting information will be available on our website next week.

When we started our journey for a contract we can all be proud of, Local 1000 members across the state shared their stories about what a pay raise means for them and their families.

After eight months of negotiations and taking action in our worksites, we successfully achieved a tentative agreement that includes a \$2,500 bonus, across-the-board pay raises, and many other wins in the four key areas our members established: Improvements in compensation; professional development; working conditions; and health and safety.



“This tentative agreement has been a hard-fought victory, won by countless members who elected our bargaining team, attended town hall meetings, took action in their worksites and were ready to strike if necessary to hold the state accountable to its bargaining obligations, including taking action on issues since our last contract was signed.”

—Yvonne R. Walker
Local 1000 President

Read the complete bargaining summary and full tentative agreement at www.seiu1000.org.
A few highlights are:

- \$2,500 bonus after ratification by members and legislature
- 4% pay raise July 1, 2017
- 4% pay raise July 1, 2018
- 3.5% pay raise July 1, 2019

Stop MOT (Mandatory Overtime):

Reduces the number of mandatory overtime shifts per month, limits the department's ability to mandate nurses, and establishes a joint task force to develop a plan for the reduction and eventual elimination of MOT by 2019.

Fair Labor Standards Act (FLSA):

We successfully thwarted the state's attempt to impose core hours on FLSA exempt employees, which would have added to workloads and greatly reduced flexibility.

Uniforms and Aprons:

Increases our shoe allowance and strengthens safety equipment language.

Upward Mobility/20-20 Programs:

Strengthens and protects member access to 20/20 programs, keeps Individual Development Plans separate from annual reviews, and requires they be offered to all employees each year – a starting point for upward mobility.

Vacation Cash Out and Leaves:

We can cash out up to 80 hours of leave each year and weekly overtime calculations now include military, jury and other leaves.

10-Month Special Schools:

It requires that special schools employees receive 1734/1934 hours of “physical” work, and management can no longer penalize members for not accepting to work overtime.

Frequently Asked Questions

About the Tentative Agreement

What are the requirements to get the \$2,500 signing bonus?

You must be a SEIU Local 1000-represented employee who is on payroll as of Dec. 2, 2016 and is still on payroll as of the date of ratification.

Will Permanent Intermittent and Seasonal employees get the bonus?

Yes, as long as the conditions above are met and they have worked at least 519 hours in the preceding 1-year period (Dec. 1, 2015 - Dec. 2, 2016).

When can I vote to ratify our tentative agreement?

The ratification vote will take place from Jan. 4 - 17.

Is there any language in our agreement to prevent furloughs?

No.

Am I getting a special salary adjustment?

The Special Salaries are listed on the SEIU Local 1000 website under the TA Summary section.

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SBAC Members Ratify TA

