



OUR UNION

OUR **CONTRACT**

OUR FUTURE



A CONTRACT WE CAN ALL BE PROUD OF

2016 RATIFICATION SUMMARY



LOCAL 1000



SEIU





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POWER
concedes nothing
without a demand.

It never did
and it
never will.

— Frederick Douglass —

OUR UNION

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A Message from President
Yvonne R. Walker

Together, we have come a long way on our journey to a contract we can all be proud of.

We began our first steps with electing our bargaining team and shaping our priorities at town hall meetings. We moved forward with negotiations, statewide worksite actions and a powerful rally at the State Capitol where thousands of us raised our voices in unison for a contract that respects us and values the work we do.

When the state responded with unlawful conduct and bad faith bargaining, we didn't waver. We prepared to go on STRIKE to hold the state accountable. Nothing would stand in our way.

We said from the beginning: This is about more than just lines on a spreadsheet. This is about our lives. This is about our families.

Flip through the pages of this book and you'll see the faces of members who stood up and made all the difference in our victory. Our contract was won by them and thousands more who attended town halls, took action in their worksites and were ready to strike.

This is a shining moment in our ongoing movement for economic, social and environmental justice.

What we accomplished is more than a contract we can all be proud of. Through our contract fight we came out a stronger and more powerful union.

We took this journey together, we fought this battle together and we won this contract together.

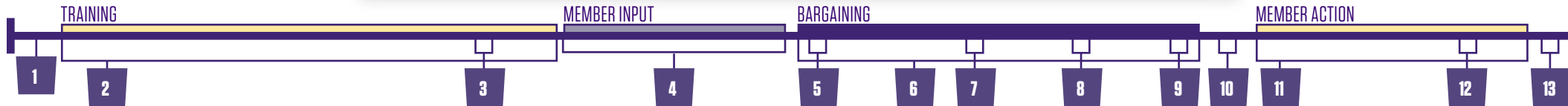
I'm proud to serve alongside each and every one of you.

In Solidarity,

Our March for a Contract WE CAN ALL BE PROUD OF

JULY 2015

DECEMBER 2016



1 July 2015 | Bargaining Team Elected

Members vote for our 63-member Bargaining Unit Negotiating Committee (BUNC) and hundreds of district bargaining representatives.

2 August 2015 | Bargaining Training

Our team prepares for the intense work ahead of negotiating a contract and engaging our members.



3 November 2015 | Worksite Action Teams Formed

We launch the “1000 for Local 1000” – members across the state get ready to take action in support of a great contract.



4 January–March 2016 | Town Halls—Round 1

Members attend 26 town halls and complete thousands of bargaining surveys to identify the key themes we want in a new contract.

5 April 13, 2016 | First Day of Bargaining

Our team begins negotiations over hundreds of contract articles to win a pay raise, improve working conditions, create professional development opportunities and ensure healthier, safer workplaces.

6 April–December 2016 | Members Show Support

Members take action statewide to show the state what a contract means to us. Across the state we purpled up, stickered up and stood behind our bargaining team.



7 May 11, 2016 | Pay Raise Action

We wrote letters and took action to tell the governor and legislators what a pay raise would mean for our family and us.



8 June 8, 2016 | Capitol Contract Rally

We created a sea of purple at the State Capitol as thousands gathered there to demand a contract we can all be proud of.



9 July 8–21, 2016 | Town Halls—Round 2

Thousands attend a second round of statewide town halls to hear about the state’s offer and say the state can do better.

10 July 30, 2016 | Strike Vote Authorized

Board of Directors authorizes a strike vote.

11 August–October 2016 | Our Actions Ramp Up!

We escalated our actions across the state by marching, picketing and showing our solidarity for a contract we can all be proud of. Thousands rally at our worksites and call out CalHR Director Richard Gillihan with the statement “Hey, Richard!”



12 October 31 – December 2, 2016 | Ready to STRIKE!

Members statewide overwhelmingly vote to STRIKE to hold the state accountable to its bargaining obligations.



13 December 3, 2016 | Tentative Agreement Reached

Two days before the strike, we win a tentative agreement with a \$2,500 bonus, across-the-board pay raises and many other improvements.



First Day of Bargaining | April 13, 2016

OUR BARGAINING TEAM

63 MEMBERS STRONG

Statewide Officers



Yvonne R. Walker
President



Margarita Maldonado
Vice President for Bargaining



Tamekia N. Robinson
Vice President for Organizing/Representation



Theresa Taylor
Vice President/ Secretary-Treasurer

Bargaining Unit Chairs



Unit 1
Brenda Modkins, DOJ



Unit 3
Bruce Theel, CDCR



Unit 4
Sophia Perkins, DHCS



Unit 11
Brad Willis, DFW



Unit 14
Robert Vega, DGS



Unit 15
Maria Patterson, DGS



Unit 17
Kimberly Cowart, DSH



Unit 20
Rionna Jones, CDCR



Unit 21
Miguel Cordova, DOE

BUNC Members

— UNIT 1 —

Vice Chair: James Zoes, BOE
Alt. Vice Chair: Susan Rodriguez, SCIF
Camille Mahan-Carr, EDD
Paul Romero, CDPH
Stuart Bennett, PERS
Irene Livingston-Green, EDD

— UNIT 3 —

Vice Chair: John Kern, CDCR
Alt. Vice Chair: Sue Knapp, CDCR
Sulghi Hong, DOE
Terry Hibbard, CDCR

— UNIT 15 —

Vice Chair: Daniel Cooper, CDCR
Alt. Vice Chair: Garth Underwood, CDCR
Alfredo Cortez, DGS
Elena Schneider, DOE

— UNIT 4 —

Vice Chair: Karen Jefferies, DOJ
Alt. Vice Chair: Deanna Jones, DMV
Eric Alcaraz, CDCR
Estella Ambrose, DMV
James Scott, CDCR
Mindi Adams-Matsumoto, DMV
Dolly Avila, FTB
Karen Devoll, CDCR
Jean Colyer, DOT
Vincent Green, DVA
Crystal McCray, CalEPA
Roderick Bowie, CSL
Harry Price, CalOES
Howard Ballin, DOJ
Troy Phillips, DWR
Claudia Gambaro, MIL
Neal Johnson, CalRecycle
Bonnie Berger, SCIF

— UNIT 17 —

Vice Chair: Alan Stephenson, CDCR
Alt. Vice Chair: Vanessa Seastrong, DSH
Dorrie Steadman, CDCR
Mary De La Cruz, CDPH

— UNIT 20 —

Vice Chair: Tammy Endozo, CDCR
Alt. Vice Chair: William Silletti, CDCR
Patricia Heynen, DOE
Stacye Charles, DSH

— UNIT 11 —

Vice Chair: Paul Hartbower, DOT
Alt. Vice Chair: Ann Hutson, CDCR
Aruna Abeygoonesekera, CDPH
Leroy Candler, DOT

— UNIT 21 —

Vice Chair: Bobby Roy, DOE
Alt. Vice Chair: Laura Casillas, BGCC
Joanne Vorhies, BGCC

— UNIT 14 —

Vice Chair: Daniel Leon, DGS

Working Conditions

No matter where we work, we all deserve to work in a sustainably safe and comfortable workplace.

We bargained with the state over making changes to ensure we have the proper equipment and safe working conditions.

Better Housing for Workers (All Units)

The state will repair and improve substandard state-owned housing, allowing workers to have better living conditions.

Safer working environments (All Units)

We preserved important contract language that protects our members from sexual harassment, defines the grievance procedure and prevents retaliation.

Protecting Permanent Jobs (Unit 1)

We protected language that limits the ratio of PIs to permanent employees as we continue our fight to convert PI workers to stable, full-time employment.

Better Opportunities at State Parks (Unit 1)

Historical Monument Guides have an opportunity to improve their jobs and service to park visitors through a newly created Joint Labor Management Committee (JLMC) that will meet twice each year.

Defense of Professional Status (Units 3 and 21)

We preserved our FLSA rights by fighting the state's attempt to place unreasonable restrictions on our ability to schedule our work.

Working with Management to Solve Issues (Unit 11)

We preserved our successful and highly productive JLMC that's improving the ways we do our jobs and provide service to California.

Proper use of Electronic Monitoring (Unit 14)

We preserved our rights against unfair harassment of our members through the use of electronic monitoring.

More Post and Bid Fairness (Units 15 and 20)

Our members will enjoy better access to preferred work schedules with new language that streamlines the post and bid process and prevents changes.

New Work Group Created (Unit 15)

Our food service workers can better solve workplace issues and create better conditions working with management in a statewide JLMC.

Custodial Routes (Unit 15)

New language that urges the state to assign custodial routes that are equitable.



Member
Actions Made
the Difference



“After 2.5 years of blood, sweat, tears and hard work, this is absolutely a contract that I can be proud of! I’m really proud that I was able to help my colleagues stay in their jobs so they can actually have families and continue to fight climate change.”

— Jamie Ormond, CPUC

Professional Development

Professional growth is important for us, our careers and our families. We demanded greater opportunities to more fully develop our professional knowledge and skills.

In virtually every bargaining unit, we expanded our access to more education and training so we can increase our upward mobility and career advancement.

Upward Mobility/Individual Development Plan/20-20 Programs (Multiple Units)

Adds Units, strengthens and protects member access to 20/20 programs, which allows members to work with departments so that they can work and study during the week with no loss of compensation, creating more opportunity for upward mobility and career development.

Individual Development Plans are separated from annual reviews and must be offered to all employees each year – a starting point for upward mobility.

Increases access to electronic Civil Service Examinations, which all employees can now take on state equipment and during work hours.

Library Technical Assistant (Safety) Upward Mobility (Unit 4)

A new program for the Library Technical Assistant (Safety) classification that supports their upward mobility, training and education needs by providing up to \$4,500 in reimbursements for tuition.

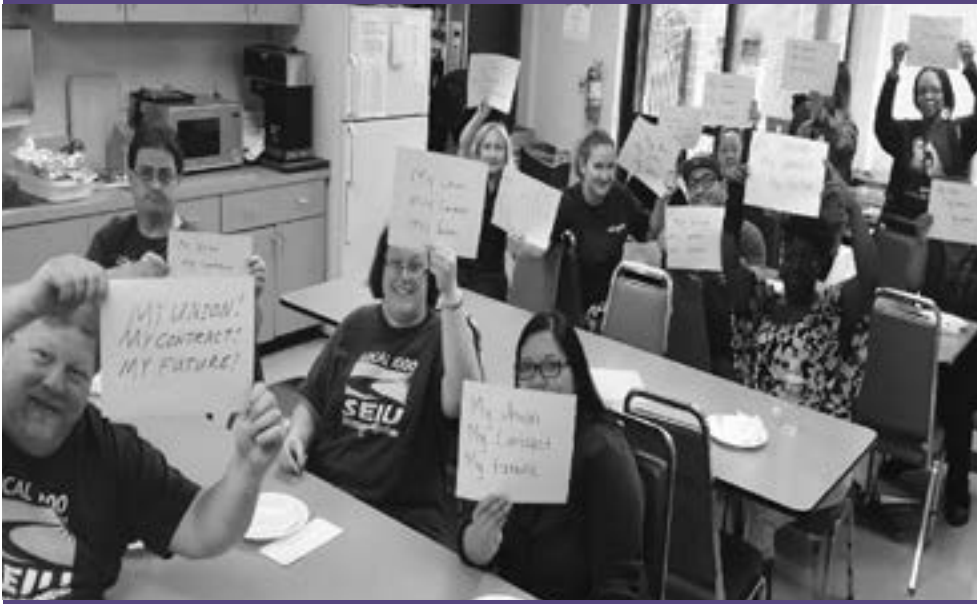


Because of members stepping up and making our voices heard, we won professional development opportunities such as our 20/20 Program.





I TOOK ACTION!



“This contract is going to touch everyone. For my family and me, it means an increase in income. I will be able to pay off some bills. I have two kids in college. It’s really going to help pay for that. It means breathing room.”

— Dorrie Steadman, CDCR

Health & Safety

To provide high quality services to our communities, we need the ability to schedule our work and leaves in a reasonable and respectful manner.

Our Health and Safety is also vital to do our jobs and care for our families and loved ones.

Uniforms and Aprons (Multiple Units)

For all Units, shoes are considered part of the uniform.

Increases the Safety Footwear stipend in CalTrans and DWR for Unit 11.

For Unit 15, the \$100 shoe allowance has been extended to everybody who doesn't have a uniform allowance and increases the uniform allowance by \$50 a year.

Strengthens safety equipment language so that cooks get cloth aprons rather than plastic ones that melt.

A more comfortable workplace (Units 3, 4, 15 and 20)

Temperature Controls—Gives members and the public we serve more reasonable and comfortable workplace environments with an agreement on temperature controls and HVAC maintenance.

Improved Dependent Care (All Units)

Health Dependent Vesting—We delivered on our promise to make health care immediately available to each of our eligible family members by eliminating the tiered vesting period for dependents, providing immediate care for our loved ones.

Sick Leave Rights (All Units)

Sick Leave—To reduce the staggering number of grievances and wasted state resources over sick leave verification, we improved language to avoid misinterpretation of our sick leave rights.

Leaves

Vacation Cash Out and Leaves (All Units)

Members are often limited in their ability to use vacation or leave because of workload and understaffing – which results in large leave banks.

Members can work with departments to cash out up to 80 hours of leave each year.

Weekly overtime calculations now include military, jury and other leaves.

Overtime (Units 4, 11 and 14)

For Units 4, 11 and 14, in weeks when you use approved leave and are mandated overtime, the leave now counts toward overtime.

Bereavement Leave (All Units)

Improves bereavement leave by reducing the restrictions on time off for incidents involving your mother-in-law, father-in-law, daughter-in-law, son-in-law and brother-in-law.

Members took a stand for improvements to leaves and health & safety. Because of our actions, we won sick leave rights and improved our dependent care.





“

The contract will allow me the opportunity to advance at work with the 20/20 program. It will allow me to continue my education so I can promote at work to earn more money. I do not have to worry about missing work because I do not have the gas to get there. I will not have to use my credit cards for basic necessities. All of the members benefit from this contract. Without all of our hard work, the state would have taken a lot away.

— Regina Johnson, BOE

Compensation

As proud state workers, we provide valuable and vital services to all Californians. Yet like most Californians, we also struggle at times with the challenges of providing for our families.

A livable wage for all workers is at the core of our Local 1000 mission statement. We told our personal stories directly to the governor of “What a pay raise means to me” and demanded that the state recognize our value with fair compensation for the work we do.

\$2,500 bonus (All Units)

For all SEIU Local 1000-represented workers who are on payroll as of Dec. 2, 2016 and are still on payroll on ratification date. Permanent Intermittent and Seasonal employees may also qualify.

Across-the-board Pay Raises (All Units)

We fought for and won a 4% general salary increase starting July 1, 2017, 4% on July 1, 2018, and 3.5% on July 1, 2019.

Special Salary Adjustments (Multiple Units)

More than 50 special salary adjustments, or wage increases, for thousands of workers, in addition to the general salary increases.

Bilingual Differential (All Units)

Expands our agreement for bilingual differential pay so that all members benefit from a new, 2-year task force that will shape how bilingual services are provided by the state.

Geographic Compensation Task Force (All Units)

Establishes a task force to address geographic areas affected by high cost of living, remoteness, etc., which affect the ability to recruit and retain state workers in these locations.

Recruitment and Retention—Avenal, Ironwood, Calipatria, Chuckawalla Valley, Centinela, High Desert, California Correctional Center and Pelican Bay State Prisons (Excludes Unit 17 and 21)

Increases the annual differential from \$2,400 to \$2,600.

Adds High Desert, California Correctional Center and Pelican Bay.

Business and Travel Expenses (All Units)

Increases the hotel rates in certain high cost areas in California.

Member Actions Made the Difference





“

“We stared the state down and made them sweat. This contract means I have food at the end of the month, and I can buy healthier food. I’m able to take the kids to the doctor. It restores my dignity in my profession and makes me proud of what I do every day. It means not having to say ‘No’ to my family for the basic necessities such as shoes and winter clothes. It will allow my children to attend field trips with the school that they attend and feel as if they are part of the school society.”

— Antonio “Tone” Valencia, DGS



STOP MANDATORY OVERTIME

Unstoppable Nurses Stopping MOT

Nurses won a huge victory at the bargaining table that will provide immediate relief on mandatory overtime and create a path toward ending the dangerous practice once and for all.

The state has stubbornly clung to its broken staffing model of mandatory overtime for years, which created a crisis of over-fatigued nurses and a potential threat to public safety.

But nurses never gave up. They took bold action and held informational pickets, spoke to the media, testified before legislators, shut down phone lines and participated in other worksite actions to show our solidarity and demand results at the bargaining table.

The agreement means an immediate 1-day reduction of mandatory overtime shifts and gives nurses a seat at the table of a joint labor management task force at each department, with the goal of further reducing and eliminating mandatory overtime altogether.

Nurses Stopping the Dangerous Practice of MANDATORY OVERTIME



Kim Cowart, Chair Unit 17

“Thanks to the work and unity of our members, we are finally on the path to end mandatory overtime. This is a big win for our nurses, our families and our patients.”



Rionna Jones, Chair Unit 20

“Our members made the difference. Their actions made mandatory overtime impossible for the state’s negotiators to ignore.”

10-month Employees: Win Scheduling Rights

After hours of intense negotiations, members who work at the State Special Schools and Diagnostic Centers came away with a great victory regarding scheduling rights.

Ten-month employees can now accrue and schedule their time off in the same manner as other state employees—at their own discretion. Plus, they no longer have to use leaves to reach their obligation of a certain number of work hours over the 10-month period.

The agreement also allows representatives from Units 4, 15, 17 and 20 to meet and negotiate with the state over the creation of the academic calendar. Previously, only Unit 3 had that opportunity. Now, all Local-1000 represented units at the State Special Schools and Diagnostic Centers will be at the table.



Patty Heynen, Bargaining Team Member, State Special Schools and Diagnostic Centers

“This is an important victory and we did it together. We may now choose to be scheduled for work duty during recess periods or may choose to use our vacation, other leaves or dock for those times. We may now choose to cash out our CTO at the end of each fiscal year.”



“Power concedes nothing without a demand. It never did and it never will.”

~ Frederick Douglass

After months of the state not budging from its opening proposal, our Local 1000 Board of Directors voted unanimously in July to authorize a strike vote in support of holding the state accountable to its bargaining obligations.

In November, members across the state voted overwhelmingly to STRIKE and the countdown began toward a one-day strike on Dec. 5.

Our unwavering commitment made all the difference. We never faltered from our path and we reached a tentative agreement with the state just two days before strike day!





A Message from Vice President for Bargaining
Margarita Maldonado

OUR MOVEMENT LIVES ON

As we close this chapter of our journey, it's important to remember this is not the end.

We will always have more contracts to bargain, more issues to fight and more campaigns to win.

What lives on is our movement. What lives on is who we are. No matter what, we are always striving to fulfill our purpose statement: To have the power necessary to give our members—and all Californians—the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice.

That is who we are. That is what we are committed to achieve.

We have a brighter future ahead of us because of our courage to stand up for a contract we can all be proud of and the unwavering fortitude we displayed to strike if necessary.

Whatever the future holds, this contract fight has made our union stronger and more prepared to take on any challenges that lie ahead.

We're ready. Always.

Margarita Maldonado





SEIU LOCAL 1000 Purpose Statement

Local 1000 is a strong member led union. The purpose of Local 1000 is to have the power necessary to give our members—and all Californians—the opportunity to have a good life, live in sustainable communities and enjoy the fruits of social, economic and environmental justice.

We will achieve this by engaging and developing our members and by creating strategic alliances with key leaders and organizations who share our purpose and values.

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