

TRAINING WORKSHOP SCHEDULE

- February 26 ▶ The Role of the Steward in an Organizing Union
- March 18 ▶ The Steward as the Voice of the Union
- April 8 ▶ Investigating Workplace Problems
- May 3* ▶ The Steward and Discipline
- June 17 ▶ Meeting with the Boss

All Shop Stewards should attend all five trainings. Weekday trainings are from 5:30 p.m. to 8:00 p.m. with dinner provided. Saturday trainings are from 10:00 a.m. to 2:00 p.m. with lunch provided. ***The Steward and Discipline is a four-hour training**, so it can only be offered on Saturdays.

RSVP on our website www.seiu521.org
Click on Steward Trainings, then complete the online sign-up form, or call the Local 521 office at 559/261-9311, or speak to your Internal Organizer.

UNIT 3 ELECTION RESULTS

President
Donecia Wright

Vice President
Roberto Valdez

2nd Vice President
Fletcher Davis

Secretary
Nancy Salazar

Treasurer
Mirna Tohme

Chief Shop Steward
Julie Donnelly

2nd Chief Steward
Ed Kowalczyk



Fresno County Members Are Involved **CAN YOU HEAR US NOW?**

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Let's Help Re-Elect Susan B. Anderson!

Susan B. Anderson was elected Fresno County Supervisor, District 2, in 2000 and took office in January, 2001. She was re-elected in 2004. She has served with distinction, concentrating on children's and air quality issues but also serving on LAFCO and other county agencies.

Before becoming Supervisor, Susan served as Fresno County Clerk/Registrar of Voters for ten years. She was elected to that position three times. Susan is an attorney and worked for the District Attorney's Juvenile Division before running for office. She has also practiced law in the private sector and served for



elected in 2004. The members of SEIU 521 have again endorsed Susan. Susan has been a friend to SEIU Local 521 county workers. She respects the hard work you do and that you care about your clients and the public you serve. Susan understands that in order to attract the best employees you must provide them with a fair contract and benefits.

11 years as Marketing Director for the Central Valley YMCA. Susan and her husband Rod have a daughter, Hanna.

SEIU Local 521 members worked very hard to get Susan elected in 2000 and re-

Now is the time for us to help Susan get re-elected. We need you to help us keep Susan in office. Call the union office and volunteer to work on her re-election campaign.

BARGAINING UNIT 4 HAS NEWLY ELECTED OFFICERS!

Job Specialist Chapter Officers



PRESIDENT
 Laura Basua



SECRETARY
 Rosemarie Hernandez



TREASURER
 Cynthia Quintana Perez



CHIEF STEWARD
 Sue Manson

Eligibility Worker Chapter Officers



TREASURER
 Martina Navarrete

VICE PRESIDENT
 Santiago Ocegueda

SECRETARY
 Dianna Valdez

PRESIDENT
 Diana Vasquez

SEIU Members Endorse Senator Barack Obama!

City and county workers, nurses, childcare workers, janitors and other service workers who are members of Service Employees International Union endorsed Sen. Barack Obama for president February 15, calling him the candidate with the best vision, best plan and best strategy to lead the country to a new American Dream.

Members hope Obama - who was an SEIU organizer in Illinois prior to entering politics-can achieve economic justice, quality, affordable healthcare for every American, the freedom for workers to unite in unions, and an end to the Iraq war.

"This is the perfect opportunity for us to change our country for the better," said Kimberly Harris, a legal process clerk for Kern County Superior Court

and member of Local 521. "It's time we put someone in office who will focus on the needs of middle class Americans and protect our freedoms here at home - such as the freedom to form a Union."

Pauline Beck, a home health care worker in Oakland, CA, said, "Barack is the right candidate for workers. He will change our country." Senator Obama spent a day with Beck last August, helping her care for an elderly patient and spending time with Beck's family.

"This is about more than one election. It's about building for the next generation of America," said SEIU International President Andy Stern. "Barack Obama is creating the



broadest and deepest coalition of voters we've ever seen."

Anna Burger, SEIU's International Secretary-Treasurer, said, "This is one of the most important presidential elections workers have faced. Families are struggling, we're fighting two wars, and a majority of Americans are now worried that their children will be worse off than they are. Obama is the right person at the right time to lead the change we so desperately need in our country."



Fulfill Your College Goals with a SEIU International or Local 521 Scholarship*

College goals can be expensive. To help Local 521 members fulfill these educational goals, SEIU International awards scholarships through four scholarship programs, and Local 521 awards scholarships through two other scholarship programs. These scholarships enable members and their children to pursue their educational goals at accredited colleges, universities, and technical schools.

SEIU International Lottery Scholarships

15 ~ \$1,000 scholarships renewable for up to four years

33 ~ \$1,500 scholarships for one year of study

SEIU International Moe Foner Scholarship

1 ~ \$5,000 scholarship awarded to a full time student pursuing a degree or training in the visual or performing arts, who believes these arts can advance social change.

SEIU International Jesse Jackson Scholarship

1 ~ \$5,000 scholarship, renewable for up to four years, awarded to a student whose work and aspirations for economic and social justice reflect the values and accomplishments of the Reverend Jesse Jackson.

SEIU International John Geagan Scholarship

1 ~ \$5,000 scholarship expended over 27-months (\$2,500 a year). This scholarship is for SEIU members, their children, and local staff who want to pursue a college degree in labor studies.

*The deadline for SEIU International scholarships listed above is March 1, 2008.

For more information about these International scholarships, visit www.seiu.org/mbe/scholarships/index.cfm or call Hotline: 408-678-3348 or email: scholarship@seiu521.org.

SEIU Local 521 Clarence Dodge Scholarship

This scholarship is named after Legacy Local 715's first president, Clarence Dodge, and provides 10 winners with \$1,500 each for their first year of study.

SEIU Local 521 Keith Garvey Good Democrat Foundation Scholarship

This scholarship is named after Legacy Local 715's late and beloved president, Keith Garvey, and provides 2 winners with \$1,000 each to attend the Foothill-De Anza Community College District.

*The deadline for these two Local 521 scholarships is March 31, 2008.

For more information about these Local 521 scholarships, call Hotline: 408-678-3348, email: scholarship@seiu521.org or visit our website: www.seiu521.org/members/scholarships/local521/Default.aspx for downloadable applications.

Frequently Asked Questions Regarding Weingarten Rights

What are Weingarten Rights? Employees have the right to union representation during a meeting in which an employee believes could result in disciplinary action.

Do Probationary Employees Have Weingarten Rights? The answer is yes. Management will often try to lead probationary employees to believe they do not have any rights.

Who Is Protected By Them? Fresno County employees covered under the Memorandum of Understanding (M.O.U.) between Fresno County and SEIU Local 521.

Is the County Required to Inform Employees About their Weingarten Rights During an Administrative Investigatory Interview by Management? The answer is yes. SEIU Local 521 successfully bargained that the County must provide the employee with a copy of their Weingarten Rights and a form to indicate if he/she wishes to invoke their Weingarten Rights. The employee will be given time to read and review their form, which was developed

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Organizing Statewide Adds Nearly 17,000 Workers in 2007

As the population of our state grows, the inland areas of California, including Kern, Tulare, Fresno and their surrounding counties, are becoming more and more important. Soon, voters of these areas will have more of a say in California politics. And the standards for working people in these areas are going to become the standards that all California workers follow.

For our future, it is vital that our union organizes more members and becomes more influential in the inland areas. That is why our local has committed to put more resources into organizing there. Our efforts have already produced victories

Statewide, SEIU added nearly 17,000 new workers. Here's how it breaks down, according to a report by SEIU California.

9,202 workers added through agency shop campaigns in Fresno, Sacramento County, Calaveras County, Mendocino County, Tulare County, Mariposa county, Los Angeles County and LA Unified School District.

4,282 temp workers added through the statewide Justice Can't Be Temporary campaign in Kern, Fresno, Los Angeles and Ventura counties, along with a big victory for state seasonal employees.

2,355 workers added from residual campaigns in the city of National City, Fresno County, LA Unified School District and the City of Pico Rivera.

601 workers added from affiliated employee associations in Del Norte County, Imperial County and the city of Calexico.

539 nonprofit workers in agencies located in Mendocino, Butte County and the San Francisco Bay Area.

"I think the moment is now for us to win more power in the Central Valley. We need to grow stronger here if we're going to protect retirement and win better healthcare in California. We're at probably 95 percent (membership) here now; I'm really jazzed."

- Fred Sartuche,
Tulare County
Superior Court
Collections Unit,
Local 521



Excerpted from the 2007 California Public Services Organizing Report, SEIU California.

...Continued Frequently Asked Questions Regarding Weingarten Rights

by SEIU 521, and sign it. The employee will also be given a copy of this form. If you want to see specific language on Weingarten Rights call the union office to obtain a copy of your M.O.U.

Can I Waive My Weingarten Rights? The answer is yes, but why would you? You should never waive your Weingarten Rights.

When Can I Invoke My Weingarten Rights? If you are attending a meeting that starts off being routine or a regularly scheduled review, but during the course of the meeting you feel that you are being harassed, intimidated, accused, investigated or disciplined, you have the right to stop the meeting and request that a union representative be present for the rest of the meeting.

What if Management Denies You Your Weingarten Rights? Attend the meeting to avoid being accused of being insubordinate. Inform the management person conducting the meeting that you are there under protest and you intend to file a grievance because you were denied your Weingarten Rights and that you will stay in the meeting but will not participate in any discussion. Shut up—you have the right to remain silent. Take notes of what is said to you and as soon as possible after the meeting contact your union office to talk with a steward or internal organizer.

What if I Want More Information on Weingarten Rights? Call the union at 261-9311 and an internal organizer will gladly try to help you.