

# KNOW THE FAQs on Unit Modification

**Question:** Why don't the C.O.'s have their own bargaining unit? Why do we have to be involved in the decert?

**Answer:** We are filing a unit modification to carve out members at the jail, allowing them to make an independent decision. We are stronger together and must make sure every member is represented fairly and equally.

**Question:** What is a unit modification?

**Answer:** A unit modification is simply asking that certain like classifications be placed in a separate bargaining unit. A unit modification does not remove people from SEIU. Members are placed in a bargaining unit with like classifications.

**Question:** What is the unit modification process?

**Answer:** SEIU will file a petition to request the unit modification. The petition will be reviewed by the Civil Service Commission and a hearing will be held to decide if the modification will be granted. If granted there will be an election to determine if Correctional Officers in the new unit want to continue to be represented by SEIU.

**Question:** Will this stop the decertification process?

**Answer:** No. Each unit will still vote on the decertification, but it will allow each group to decide if they want to continue their rights and benefits with SEIU.

**Question:** If a decertification of SEIU Local 521 occurs, what impact will that have on my membership?

**Answer:** You will no longer be a member of SEIU Local 521 and not entitled to any current contractual rights, benefits, or grievance protections you have. If you were part of SEIU at the time the PERB charge was filed, you would still be part of any ruling ordered by PERB. However, if PERB orders SEIU and the County to work out a settlement within a certain timeframe, as they did with the Prosecutors, you will not be part of any settlement negotiated at the bargaining table.

**Question:** Can union staff represent members in criminal matters?

**Answer:** SEIU staff, Contract Enforcement Department, and labor attorneys can represent members in all matters related to county employment.

**Question:** If the decert goes through, can we decertify and re-join SEIU?

**Answer:** It may be possible but the best solution is to not allow the decert to happen. The process would be very difficult and there would be no way for SEIU to bring the same resources.

**Question:** What does it take to be involved?

**Answer:** We're already involved; we are the union. If only a few of us work for change, we get whatever our bosses give us. If we organize, talk to co-workers and donate to COPE, we can have a huge impact. Talk to a steward or organizer for more information.