

# C.E.D. ON YOUR SIDE

Contract Enforcement Department

## Union Member Wins Job Back Arbitrator Orders Sheriff to Reverse Wrongful Termination

After a year-long struggle, a 521 member won her job back in April after being wrongfully terminated from the Monterey County Sheriff's Office.

In April 2011, Reshmi Prasad was wrongfully accused of alleged misconduct and released from her position as a Corrections Specialist for the Sheriff's Department.

But with the help of her union steward and her 521 Contract Enforcement Department (CED), Reshmi took her case to arbitration. In April 2012 - one year after her discharge - an arbitrator rightfully concluded that the County violated her union rights to due process and ordered that she be reinstated to her position with full back pay, benefits, and interest.



*"I thank God for all of his blessings and for giving me such great people to fight for me, including my steward, Vicky Haynes. My union gave me a chance to tell my side of the story and never gave up on me. I would encourage more people to join our union, go to meetings, volunteer time to help out, and believe in our union's commitment to us, because I am living proof that yes, our union does protect us no matter what."*

Reshmi Prasad, Corrections Specialist, Monterey County Sheriff's Department

## KNOW YOUR RIGHTS WEINGARTEN RIGHTS



When a supervisor or manager calls you into their office and begins asking questions that you reasonably believe could lead to discipline then you have the right to exercise your *Weingarten Rights*. This is a right upheld by a 1975 Supreme Court decision that gave employees the right to union representation at investigatory interviews. Management is not required to inform you of your *Weingarten Rights*; it is your responsibility to know and request it.

If management ignores your request for representation you should stay put, take good notes and continue to state this phrase:

***"If this discussion could in any way lead to me being disciplined, I respectfully request that my union representative or steward be present at this meeting. Until my representative arrives, I choose not to participate in this discussion."***



# REGION 2 IN ACTION

MAY 2012 - VOLUME III

## CLINICA DE SALUD WORKERS JOIN THE SEIU 521 FAMILY!

Workers at local health care provider Clinica de Salud del Valle de Salinas chose to form a union with SEIU Local 521!

Clinica de Salud workers provide health care services in Monterey County, with an emphasis on services for farm worker families and the agricultural community. Nearly 130 employees, consisting of medical assistants, dental assistants and medical records clerks, will now be represented by 521. Workers already elected their bargaining team and getting ready to bargain their very first union contract.



**CONGRATULATIONS, CLINICA DE SALUD!**

*"From the beginning, it was clear that the majority of Clinica employees wanted to form a union. A union gives us a voice to make Clinica a great place to work and an opportunity to partner with management to improve patient care for our clients."* Gina Izquierdo - Medical Assistant, Sanborn Clinic

## MEMBERS HONORED AT 2012 LABOR AWARDS DINNER



David Mack (L-R), and Clinica workers Mercedes Macias and Amalia Macias hold up their awards for their union work.

A Monterey County member and the newest members of the Local 521 family were honored at the Monterey Bay Central Labor Council's labor awards dinner April 27.

David Mack, an Associate Planner for Monterey County, was named SEIU Local 521 Unionist of The Year by his fellow union members in Monterey County for his outstanding work in the 2011 Contract Negotiations. As a new member of the bargaining team, he led the effort to challenge the Budget Director and County Administrator's financial assumptions about the budget, and thereby save the jobs of fellow workers. To quote one of his union

sisters: "I remain convinced that without David's service on the negotiating team, we would have had a number of members laid off, and had a far less than successful outcome in winning an MOU that we could be proud of." Congratulations to David for reminding us that every union member makes a difference!

Clinica de Salud del Valle de Salinas workers were also honored at the event for their success in forming a union with SEIU Local 521.

The Monterey Bay Central Labor Council holds its annual labor awards dinner to honor outstanding unionist from over 60 different unions. These activists are leading local efforts on the front lines and securing gains for working families throughout the Central Coast.

# VICTORY! MEMBERS HELP END \$100,000 CASH-OUTS FOR MANAGERS

San Benito County members helped stop \$100,000 vacation cash-outs for top county officials, which were leading to cuts in services.

With jobs and community services on the line, the county held a practice of letting county officials walk out the door with up to \$100,000 in vacation cash-outs and enjoy other costly perks.

But 521 members spoke to the Board of Supervisors, walked precincts, spoke to voters, and called elected leaders. And on April 3 - over the objections of county management - the Board of Supervisors voted unanimously to place a cap on the vacation cash-outs for executives and protect community services.



*"This win demonstrates the power we can build and the achievements we can make when we work together, but we cannot to stop here. If everyone does just a small piece and contributes to the work we are doing, we will be much more successful and ready to respond to the challenges that are coming our way. There's a role for everyone and I encourage all workers to get involved in their union."*

-Denise Quintana  
Chapter Vice President

Denise Quintana, Chapter Vice President, pictured on right. Martha Booker, Chapter President is on the left.

## Help Elect Leaders Who Represent Working Families

Election time is here. In order to protect jobs and vital community services, we need to elect leaders who stand up for working families. SEIU 521 has endorsed candidates for Board of Supervisors in both Santa Cruz and Monterey counties.

### Volunteer for a shift!

We are now phone banking on Tuesdays and precinct walking on Saturdays.

Sign up for a shift today. Contact Adam Urrutia at (831) 784-2566 or [adam.urrutia@seiu521.org](mailto:adam.urrutia@seiu521.org).

- ◆ Visit your chapter web page frequently: [www.seiu521.org](http://www.seiu521.org)
- ◆ Like us on Facebook: [www.facebook.com/SEIU521Region2](http://www.facebook.com/SEIU521Region2)
- ◆ Or, simply text 521 to 787753 to subscribe to text alerts.

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# TAKE BACK OUR CALIFORNIA!

## 1. STOP CORPORATE DECEPTION

Corporations have tremendous power on our government. Now they want more.

A bogus initiative with a deceptive name ("Stop Special Interest Money Now" Act) is designed to tip the balance of political power in favor of big corporations. Backers of this initiative say it is comprehensive campaign finance reform, but don't be fooled. It virtually eliminates the use of workers' contributions while creating a giant loophole for big corporations.

### WHAT IT WOULD DO:

- ◆ Creates a huge loophole for corporations allowing UNLIMITED CORPORATE SPENDING on politics while silencing working families and their unions.
- ◆ Prohibits unions from using dues through payroll deduction on ballot measures or candidates, but does NOTHING to stop corporations from spending billions in profits to influence elections.
- ◆ Limits free speech by banning any direct contributions by unions to local candidates.

*"This is not real reform. This is just about corporations having more influence in politics and them trying to silence the voices of workers. We need to stop this and ensure that union workers' voices are counted in a democracy."*

Ben Franklin, Eligibility Supervisor, Monterey County



## 2. PASS GOVERNOR'S REVENUE PLAN

Years of deep cuts have battered the public services we all count on. We must pass Gov. Brown's revenue plan in November to protect public services and make California strong again.

### WHAT THE PLAN DOES:

- ◆ Raises nearly \$9 billion for the upcoming 2012-13 budget
- ◆ Asks the richest Californians to step up to the plate and make a stronger contribution to our state: Only households making \$500,000 or more would pay higher income taxes. Expires in seven years.
- ◆ Helps secure additional revenues to protect education, public safety, and critical services for California's most vulnerable residents
- ◆ Increases sales tax one-quarter cent, less than what it was in 2011 and expires after four years.



*"It's time for California to make a comeback. We need to pass the Governor's tax plan so that we can make California strong again. The protection of education, public safety, and services for our most vulnerable residents depend on it."*

Veronica Rodriguez, Employment Training Specialist II, Santa Cruz County