

LOCAL 521



SERVICE EMPLOYEES INTERNATIONAL UNION, CTW-CLC

TULARE COUNTY CHAPTER NEWSLETTER

YOUR UNION AT WORK

March 2016

Chapter President's Message

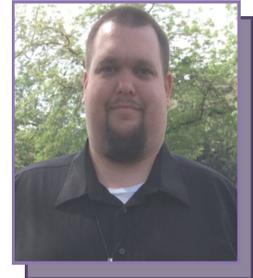
By Ryan Wilson

I am proud to serve as your Chapter President with SEIU Local 521 Tulare County Chapter. I currently work at the Department of Child Support Services. I have worked here for 10 years.

I am involved with SEIU Local 521 because I want all County employees to earn a living wage with affordable benefits and be able to retire with dignity instead of in poverty. I'm also involved with the union as a certified shop steward to ensure there is respect in the workplace and that members are given a chance to work in a healthy environment.

I am a single dad of two wonderful children so I take my involvement in the union very

seriously. My hope is to leave this world a better place for them and for all future generations.



Please consider becoming a member to strengthen our voice in Tulare County. Please feel free to contact me through the union office at 559-635-3720 if you have any questions or if I can be any assistance.

Thank you,
Ryan Wilson
Tulare County Chapter President

Accountability Matters!

By Ryan Wilson

The Tulare County Health Insurance Team is comprised of local member leaders whose focus is to positively impact health insurance rates for all members. The team is committed to fighting for access to affordable healthcare. On January 27, 2016, the group met with the Tulare County Health Plan Advisory Group and questioned the County's intention to rubber stamp the 2 million dollar loan to the San Joaquin Valley Insurance Authority (SJVIA). To date the County has listened. An audit on SJVIA will be issued in March.

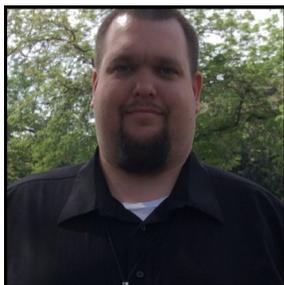
If health insurance concerns you, please take time to fill out the survey. Tell us your story. **Here is the Link:** www.seiu521.org/bettervalleyhealth521.

Please post your comments using #bettervalleyhealth



Congratulations to Our New Tulare County Chapter Executive Board Members!

WELCOME!



**President
Ryan Wilson**



**1st Vice President
Vera Cruz**



**Secretary/Treasurer
Lena Case**



**Unit 1 Vice
President
Kathleen Wilmes**



L-R: Lena Case, Ryan Wilson, Catherine Balbas, Gwyn Harshaw, Kathleen Wilmes and Vera Cruz

**Our new officers were installed on Wednesday,
December 6, 2015 for a two year term.**

Looking for Leaders!

We are looking for individuals who may be interested in learning or enhancing leadership skills at the work site. Training, mentorship and support will be provided to individuals who are interested in any of the 4 following leadership positions:

Steward – This leader will serve as representative of SEIU at the work site and will be the first point of contact for members to assist in addressing concerns. Stewards will work closely with staff to assure concerns are handled and take care of.

Member to Member Recruiter – This leader will assist in facilitating conversations with co-workers on the importance of union membership.

Activities Coordinator – This leader will work with SEIU Member Leaders and Staff to help organize and get the word out about important SEIU events and activities both at the work site and in the community.

Communications Leader – This leader will assist SEIU Member Leaders and Staff with helping disseminate important information about issues affecting members at the work site.

Work Site Leaders will be invited to participate in a monthly leaders call to get the latest information on what is happening with the union and to learn of upcoming events and activities.

If you are interested in signing up for one of these leadership positions, please contact Jose Sigala at jose.sigala@seiu521.org or at 559-635-3720.



SEIU Local 521 Leadership Bootcamp

Throughout the coming year, we will be providing a series of trainings that will be part of our Leadership Bootcamp Program. These trainings have been designed to provide you with an opportunity to develop and/or enhance your leadership skills with helpful information, tools and resources.

Workshops will focus on topics that will not only help you become a leader in your work site but a leader in your community.

Participants in the Leadership Bootcamp program will be provided the opportunity to take those leadership skills and put them in practice with various activities throughout the year. We would like to invite you participate.

For more information please contact Jose Sigala at jose.sigala@seiu521.org or at (559) 635-3720.

PURPLE UP WEDNESDAY

#purpleup521

Join with SEIU Local 521 members in supporting your union by wearing purple on Wednesdays. Use the hashtag #purpleup521 to share your postings on your social media. Encourage Participation; Share Photos



Like our Facebook page www.facebook.com/seiu521



Follow on Twitter www.twitter.com/seiu521



Latino Caucus

Tulare and Kings County Chapters

The goal of the Latino Caucus is to organize, educate and develop Latino and community members' involvement to achieve power, respect and social justice for the working class.

This caucus promotes an annual Cesar Chavez event, voter registration and other cultural activities. Our goal is to increase Latino involvement and participation of our Latino members in our Union and in the community.



Next Meeting: Thursday—April 20, 2016

The Latino Caucus meets the 4th Thursday of every other month.
6 pm – 7:30 pm (Dinner provided)
SEIU Local 521, 1811 W. Sunnyside Avenue, Visalia, CA 93277

Tulare County for Families (TC4F)

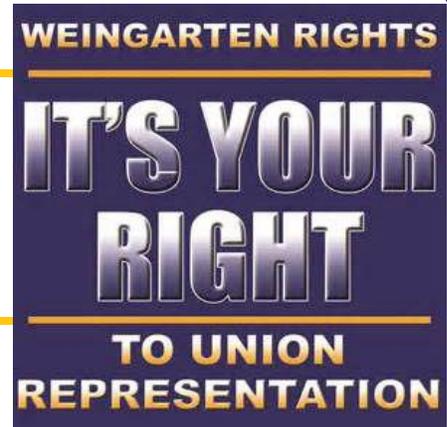
TC4F is a community based group that looks to improve the quality of life of the people of Tulare and Kings Counties. We invite you to attend the next meeting and see how you can positively impact your community. We are in the planning stages of our annual Tulare County History event planned for October 2016 and would like your input and ideas. See you at our next meeting!



For more information on Latino Caucus or TC4F, contact Mark Araiza at mark.araiza@seiu521.org or (559) 635-3720.

This statement could save your job:

“If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my steward be present at the meeting before I answer any questions. Without representation present, I choose not to respond to any questions or statements.”



If you are ever called into an interview meeting with your supervisor or manager so they can investigate a situation which might result in discipline, you have specific representational rights. These rights are summarized below:

- ◆ You have the right to have a Union steward present.
- ◆ If you want a steward there, you must ask for him or her.
- ◆ If you do not know why your manager wants to meet with you, ask him/her if it is a meeting that could result in a discipline.
- ◆ If your manager refuses to allow you to bring a steward, repeat your request in front of a witness. Do not refuse to attend the meeting, but do not answer any questions either. Take notes. Once the meeting is over call your steward at once.
- ◆ You have the right to speak privately with your steward before the meeting and during the meeting.
- ◆ Your steward has the right to play an active role in the meeting. She or he is not just witness.

These rights are called “Weingarten Rights” based on a 1975 Supreme Court decision (NLRB vs. J. Weingarten). **As with all rights, if we do not use them we lose them.**

POWER OF ORGANIZED WORKERS

Dignity & Respect for All Workers

Fair Wages

Access to Affordable Healthcare

Secured Retirement

The U.S. Supreme Court Decision That Will Change Our Lives

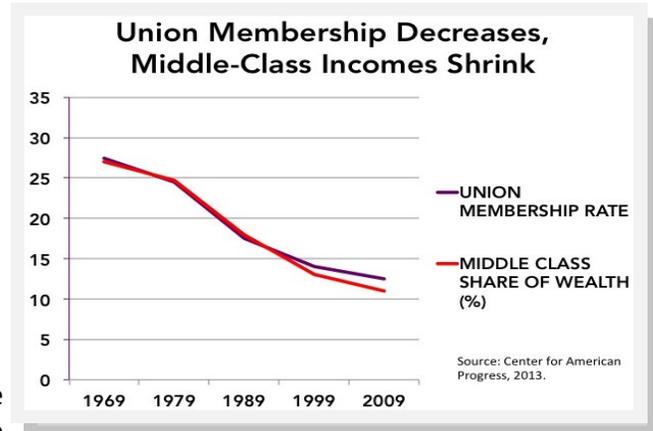
- Friedrichs vs. California Teachers Association

Other than who will be elected president this year, there are few other decisions as important to working families as a pending U.S. Supreme Court ruling that could weaken public workers' right to come together and fight against wealthy special interests.

The case is Friedrichs vs. California Teachers Association, aimed at restricting workers' ability to pool our collective resources in order to lift up our families and our communities. It is another in a series of attacks against working moms and dads and our ability to organize.

At issue is whether states could allow public-employee unions to collect fees from non-members to cover the costs of workplace negotiations. A Supreme Court ruling nearly four decades ago (*Aboud v. Detroit Board of Education*, 1977) said, "Yes," recognizing that collective bargaining required resources from all workers being represented.

The sole reason the Supreme Court is revisiting this case is billionaires and special interests want to stop people from joining together to build a country where everyone makes enough to sustain their families. If supporters of Friedrichs win, we will have to work twice as hard to unite, fight and win for working families.



"We can come together and overcome this challenge, but we need to organize and work. The time is now."

— Gwyn Harshaw, SEIU Local 521 President

When union participation is high, we've seen gains for families and communities like higher pay and stronger public services.

Become a member today by going to www.seiu521.org/membership. Only when we stick together can we fight back wealthy special interests and their agenda to game the tax system, leaving the rest of us to pick up the tab for schools and public safety.

The power of workers organizing for the common good was most recently shown when backers of an

anti-public pension ballot measure withdrew their initiative.

They publicly stated they would wait until after the Friedrichs decision because they will have a better chance if unions are weakened.

***The time to stand together is now.
Invest in our SEIU Committee on Political
Education today to #UniteFightWin
together!***

SEIU Local 521 | facebook.com/SEIU521 | www.seiu521.org

Join the winning team, become a member! www.seiu521.org



TEAM TULARE COUNTY COMMUNITY FIRST

- Quality Public Services
- A Living Wage for All Workers
- Retirement with Dignity
- Quality and Affordable Health Care For All
- Work Life Balance
- Employment Security

Community First Announcements

Tulare County Office of Education

Jim Vidak, County Superintendent of Schools

**The Early Childhood Education Program is
 Now Accepting Applications
 State Preschool & Head Start
 For the 2016-2017 school year**

Children born between 9/2/11 to 9/01/13

Call us today (559) 651-3026 or (800) 675-3026
 or online at: www.4kidscare.tcoe.org

- School Readiness Activities
- Qualified, Nurturing Teaching Staff
- Priority for Head Start given to Children with Special Needs (IEP)
- Health Screenings
- Nutritious Meals & Snacks
- Family Services
- Children do not need to be potty trained

Documentation needed:

- Proof of Income
- Birth Record or proof of custody of all children in family under age 18
- Child's current annual dental exam
- Child's immunization record
- Child's TB Test with results
- Current Physical Exam

For Children who are eligible, the Head Start Program is a free educational program. At some of our locations, we also offer state preschool services on a sliding scale.



**Will Your
 Child Be
 Ready?**

Mark Your Calendars!

Upcoming Meetings at the Union Office

- March 14 - Tulare Counties for Families Meetings (refer to page 4 for information on TC4F)
- March 21—TC4F—Alliance for Justice Potluck
- March 26—Cesar Chavez March COS
- April 28—Chapter Membership Meeting
Meetings held every other month on the 4th Thursday, 6 p.m. – 8 p.m. at SEIU Local 521 Office, 1811 W. Sunnyside Avenue, Visalia
- April 30—Health Insurance Summit & General Membership Meeting at Blain Park in Visalia at 10 a.m.



TODAY
Is a New Day
I Choose to Lead
I Protect My Family's Future
I Own My Power
I AM UNION STRONG



2016 Steward Trainings

TRAINING CLASS	VISALIA OFFICE 1811 W. Sunnyside Ave. Visalia, CA 93277	HANFORD OFFICE 101 N. Irwin St., Suite 203 Hanford, CA 93230
MODULE 1 Role of the Steward	Thursday, Jan 21, 5:30-8:00pm Thursday, Oct 20, 5:30-8:00pm	Thursday, Feb 18, 5:30-8:00pm Saturday, June 25, 12:00-2:30pm
MODULE 2 Steward as the Voice of the Union	Saturday, Jan 23, 12:00-2:30pm Thursday, July 21, 5:30-8:00pm	Saturday, Feb 20, 12:00-2:30pm Thursday, Nov 17, 5:30-8:00pm
MODULE 3 Investigating Workplace Problems	Saturday, Sept 24, 12:00-2:30pm	Thursday, April 21, 5:30-8:00pm Saturday, Nov 19, 12:00-2:30pm
MODULE 4 The Steward and Discipline	Saturday, July 23, 12:00-4:00pm	Saturday, April 23, 12:00-4:00pm
MODULE 5 Meeting with the Boss	Thursday, May 19, 5:30-8:00pm Thursday, Sept 22, 5:30-8:00pm	Thursday, June 23, 5:30-8:00pm Thursday, August 25, 5:30-8:00pm
ALL MODULES COMBINED (2 day training)	Friday, March 18, 9:00am-5:00pm Saturday, March 19, 9:00am-5:00pm	Friday, Sept 23, 9:00am-5:00pm Saturday, Sept 24, 9:00am-5:00pm

Sign up on our website, www.seiu521.org. Click on 'Steward Trainings', then complete and submit the online form. You can also **sign up by calling the SEIU RSVP line (559) 635-3727**. Food will be provided for trainings.



LOCAL 521 Chapter Updates
www.seiu521.org
then go to "MY WORKPLACE" to
select your region and chapter



Sign up for email and text updates:
<http://521.seiu.org/521SMS>



Or follow us on...
[facebook.com/seiu521](https://www.facebook.com/seiu521)