



SANTA CRUZ City Watchdog



www.seiu521.org

May 2017

831-824-9255

National Public Works Recognition Week May 21-27

National Public Works Week was first celebrated in 1960 to bring attention to the vital role infrastructure, facilities, and services play in the quality of our everyday life.

Public works brings us refuse and recycling collection, street sweeping, constructing and maintaining city streets, sidewalks, storm drains and flood control management, sturdy roads and bridges, operates all downtown parking facilities, the wharf gate, parking control.



Ron Cole & Stephan Thomas

**MANY THANKS TO THE MEMBERS
FOR THE GREAT WORK YOU DO!**

Important Dates in Labor History

May 1, 1886

8-hour day demonstration in Chicago begins tradition of May day as labor holiday.

May 5, 1961

Freedom Riders begin tour of Deep South to test compliance with federal law on discrimination.

May 9, 1934

Longshoremen-led strike for union hiring hall and recognition leads to general strike on the West Coast.

May 10, 1894

Pullman Railway car employees strike to protest wage cuts. Nationwide rail walkout broken by federal troops and court injunctions.

May 20, 1926

Railway Labor Act passed in aftermath of strikes and federal seizure of the railroads. First national collective bargaining in US.

May 22, 1895

American Railway Union leader Eugene Victor Debs jailed for his role in Pullman railroad strike.

May 30, 1937

10 strikers murdered in Memorial Day massacre at Republic Steel in Chicago.

SEIU 521 MEMBER BENEFITS



SEIU 521 members are entitled to a variety of discounts and services, from financial to travel and recreation, and much more. Check the website www.seiumb.com periodically for added benefits.

Having problems accessing the website, please contact the service center at (844) 836-7348

KNOW YOUR RIGHTS

Supreme Court Case decision in 1975, *NLRB v. J. Weingarten, Inc.*

The employee in the case, who was accused of stealing, asked several times for her union rep or shop steward, but the company wouldn't grant her request. The union filed an unfair labor practice charge against the company, and the Supreme Court decided that ***an employee is entitled to union representation for investigatory interviews***

An employee who reasonably believes that an investigatory interview could lead to discipline is entitled to ask for union representation. An ***investigatory interview*** is a meeting with management at which the employee will be questioned or asked to explain his or her conduct, and ***which could lead to disciplinary action*** against the employee. The employer is not obligated to inform employees of their Weingarten rights or to ask whether an employee would like a union rep at a meeting or interview. ***The employee must affirmatively request union representation.***

This statement could save your job:

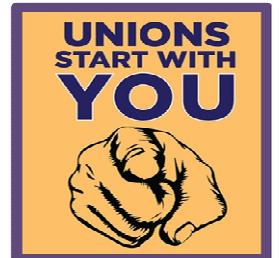
"If this discussion could in any way lead to my being disciplined or terminated I respectfully request that my steward be present at the meeting. Without representation present, I choose not to respond to any questions or statements."

Always remember:

The employer is not obligated to inform employees of their Weingarten rights 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 (caucus) Your steward has the right to play an active role in the meeting. She or he is not just a witness



If you think your rights have been violated, contact your Union Steward first, you can find a list of stewards at www.seiu521.org. You can also contact your Contract Enforcement Specialist Assistant (CESA), Christopher Cox at (831) 824-9268 or christopher.cox@seiu521.org.

PIP Performance Improvement Plan

SEIU 521 filed a PERB- Public Employment Relations Board charge against the City of Santa Cruz based on the City's failure to bargain over the policy with SEIU, SEIU was also aware of the arbitrary use of the PIP by supervisors and management.

We reached a settlement agreement on April 17th 2017, moving forward the City will administer the revised language of the PIP, which includes supervisor instructions. The documents are clear that a PIP is not a form of discipline; it puts the responsibility on the supervisor to work with employees who are not meeting standards and it ensures that PIPs are used to address legitimate performance issues.

We also preserved our right to union representation in the PIP process. Members must utilize their rights under the contract, if there is any improper use of the PIP by Supervisors or Management, immediately notify your steward or CED- Contract Enforcement Department at (831) 824-9268. To review a copy of the settlement visit our website at <http://521.seiu.org/CityofSCPIPAgreement>

MANY THANKS TO THE TEAM

Leslie Auerbach, Doris Henry and Dave Tomasello

Members are always needed to assist and participate in meetings, committees, meet and confers or political lobbying.

The hesitation to participate is the not knowing what these things are and the commitment timeframe. I get it, call me and I will give you the details, so If you are interested in knowing more about the union, becoming more involved or have question, Contact Veronica Rodriguez at 831-824-9261 or veronica.rodriquez@seiu521.org.

