



Together WE RISE

FEBRUARY 2018

ISSUE #5

JOIN UP: NATIONAL DAY OF ACTION

On Monday, February 26, the Supreme Court will hear oral arguments in *Janus v. AFSCME*, a case that will weaken the rights of working people. **This means that workers in California will soon face the same fight as workers in Wisconsin.**

Public sector workers in Wisconsin learned the value of a union the hard way – in 2010 Wisconsin passed Act 10, anti-worker legislation that greatly diminished the right to collective bargaining. The CEOs and corrupt politicians behind this crusade to weaken workers' rights call their campaign the "right-to-work" – using vague and misleading language is part of their strategy.

This political attack waged against workers will allow employers to lower wages and take home a bigger profit. After Wisconsin went "right-to-work," public sector workers suffered huge pay-cuts, slashed benefits, and took a step backward to dangerous working conditions.



Member Leaders host a *Together, We Rise* meeting in our Redwood City office to recommit their coworkers to our union.



Gwyndolyn Harshaw
SEIU Local 521 President

We created our *Together, We Rise* campaign to say loud and proud that we are not going to let anything stop us from standing up for the rights of working people. By engaging members, developing leaders and mobilizing our communities to political action, we are fighting back. We are building a union that will *survive* and *thrive* in a "right-to-work" environment. On Oral Arguments Day, February 26, union members from across the country will take part in a National Day of Action. **I invite you to join me and thousands of other workers as we #PurpleUp and declare that Together #WeRise.**

PURPLE UP ON MONDAY, FEBRUARY 26, TO STAND WITH UNION WORKERS NATIONWIDE!

RSVP on facebook (@seiu521) or visit
www.seiu521.org/werise to learn more.

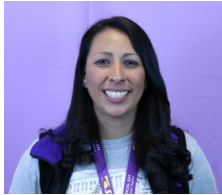


RISE UP: KERN COUNTY REVERSES OVERTIME CHANGES

Kern County's recent contract negotiations resulted in an agreement that excluded holidays, sick time, and vacation days from counting towards overtime pay. Reduced overtime means reduced staffing to ensure public safety; the new rules are unfair to county workers, and put our community at risk when our county public services are most needed.

Immediately after bargaining concluded, Kern county Public Works and Social Services workers began enforcing their contract and their rights for On-Call sign ups; members stopped voluntarily signing up for On-Call during the holidays, and were unable to help the community during storms.

As a result, Kern County's management has now agreed to include holidays as hours worked for the purposes of overtime, realizing that prioritizing savings over critical services is harmful to our community, our members and the county. While there's still a lot to do following our negotiations, together we can work towards improving county services and investing in our workforce.

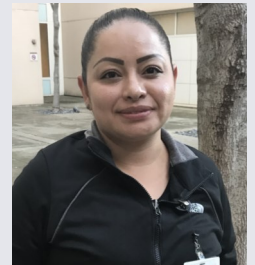


"While we were vocal during negotiations about how the County's proposal would impact community services, we remained united to continue to work together to address this issue. WE WON because we stayed united and knew our contract. With our unity, we will continue to win. WE are the Union!" -Veronica Vasquez, Kern County Chapter President

WIN: EXERCISE YOUR FAMILY MEDICAL LEAVE RIGHTS!

Sandra Cruz-Cardenas, a Nursing Assistant at Natividad Medical Center in Salinas, requested time away from work under the Family Medical Leave Act (FMLA), which her doctor approved. **FMLA affords workers up to 12 weeks of protected leave to recover from a serious medical condition, or to care for a family member recovering from a serious medical condition.**

Sandra's employer, however, put up some obstacles in approving her FMLA leave, and requested that she engage in an "interactive process" to determine if any accommodations exist that would make it possible for Sandra to continue working. **The "interactive process" is a legal requirement of the Americans with Disabilities Act (ADA), which prohibits employers from discriminating against employees with a disability.** From this process, Sandra learned that she has the right to union representation at any interactive process meeting initiated under the ADA. Our sister union, SEIU Local 1021, recently won this right for all public sector employees in California after challenging an employer's denial of union representation at an ADA interactive process meeting. Sandra worked with our Contract Enforcement Department to resolve her leave issues with her employer.



Sandra Cruz-Cardenas

We are mobilizing members to stick together and take action like never before. We will not let any court decision keep us from building a strong union and protecting our contracts and benefits.

Take action now by recommitting to maintain your Union Membership: www.seiu521.org/membership