

*When we fight as one,
The fight will be won!*



Budget passed! Unit 12's efforts earn recognition

Local 3's sticker and the message, "We're fighting back!" graced the front page of *Labor*, a newspaper serving the San Mateo County labor force. On a picket sign in the hands of Unit 12 Coordinator Gladys Perry, the message was captured in a photo and story regarding the rally outside the State Office Building in the Bay Area on Aug. 12. Perry was among several people protesting Gov. Schwarzenegger's order to unilaterally terminate 10,000 state employees and cut 150,000 state workers' pay to the federal minimum wage of \$6.55 an hour. It's nice to see our efforts are being noticed.



Unit 12 Coordinator Gladys Perry is interviewed by a local television station during a rally outside the State Office Building in the Bay Area.

LEGISLATIVE UPDATE: 'Assault Bill' signed into law

I am pleased to report that the governor has signed the AB 1509 "Assault Bill" into law. This bill increases penalties and jail time to the criminals that inflict violent acts on our members and their families. Your lobbyist, Tim Cremins, will continue to fight for your rights and safety.

Stay tuned for the next update.



Member Lee Moss leads a group of members in a picket in Yuba City.

WE NEED YOUR E-MAIL ADDRESS

The union cannot give you important information without your e-mail and street address.

The state does not provide us with change of addresses. Our hope is that you give us your new address when you move. We have a significant amount of members who do not receive vital information, because their addresses have not been updated. This newsletter, draft proposals and meeting

schedules are just some of the information that affects you. We do not mail to fair-share-fee payers, only members. Please contact us or tell a business representative your updated home address and e-mail address.

Also, if your beneficiary has changed since you signed up as a member, please fill out a new membership application to update your change. Contact your local business agent for an application.

A side of the union you don't always see

Union's role goes far beyond just negotiating a contract

Union members from time to time ask the question: What is the union doing for me? They see the union performing its traditional functions, such as contract negotiations, legal services and political action. But there's another side of the union most members rarely see.

Consider this: On average, across Unit 12, there are 81 payroll problems during any given pay period: No check, wrong amount, docks, advances, no advances, lost check, wrong deductions, etc. Just about anything that can happen, happens. Within the unit, we have monthly, semi-monthly and bi-weekly "positive" and overtime pay dates. When any of these problems occur, the union gets involved and straightens them out.

On average, across this unit, there are six complaints or possible grievances that arise every working day: Meetings with the employees, meetings with supervision, meetings with management. Trying to work out the problems is the fundamental responsibility of your union.

On average, across the unit, there are nine grievances filed every week that could not be worked out with the various meetings, supervision and management. These are pursued through a four-step grievance procedure. If the problems are not resolved in those four steps, demands for arbitration are made if circumstances warrant.

On average, across the unit, two unfair labor practice charges are filed with the Public Employment Relations Board each month, and 35 Skelly hearings are handled in disciplinary matters each month. Another 18 appeals of disciplinary actions are heard before the State Personnel



From left: Business Agent Steve Sasselli and member Dennis Johnson picket in Yuba City.

Board hearing officers each month.

On average, across the unit, 1,300 worksite visits are made by your union representatives.

If you are a Unit 12 employee who has needed union representation other than the worksite visits, you are aware the union is not just negotiating a contract; it works diligently day in and day out to provide members with dignity and fair treatment on the job. Accomplishing this requires the union to carry out a wide variety of functions and responsibilities.

When we fight as one, the fight will be won!

**QUESTIONS AND COMMENTS?
CONTACT YOUR LOCAL BUSINESS AGENT.**