

# VOTE for Local 1!



## Public Employees Union, Local 1 Members Including LVN Attendant/Aide, Health Services, and GSM Units Will Decide if They'll Remain an INDEPENDENT Union or Affiliate With an International Union

On Wednesday, December 2, 2015, PEU Local 1, Contra Costa County, and Teamsters Local 856 came to terms on an election to be held on Thursday, February 4, 2016. PEU Local 1 workers, county-wide, have been signing a pledge asking our Brothers and Sisters to stay with Local 1.

All PEU, Local 1 members understand that to maintain and improve our standard of living we have to stay larger and stronger for the upcoming contract negotiations. This is why we're asking you to VOTE for LOCAL 1 in this upcoming election.

### SAVE THE DATES:

- **Friday, December 18, 2015:** The State will be mailing ballots to each and every member of the LVN Attendant/Aide, HS, and GSM Units.
- **Friday, January 29, 2016:** Ballots MUST be returned by this date.
- **Thursday, February 4, 2016:** Ballots will be counted.



# Reflections on the Past Year: Blessings, Problems, and Solutions

By Cedric Porter, *Interim General Manager*



As we enter the holiday season, let us reflect on the past year, in earnest, both the good as well as the bad. It is a time that causes us to aspire to greater heights and to learn from our mistakes.

Here at Local 1 it has been a mixed bag of blessings and problems.

## **BLESSINGS:**

Local 1 finally moved its headquarters from a building that was no longer sufficiently functional, to its new headquarters in Walnut Creek.

Local 1 has assembled a talented group of Business Agents who are prepared to move this organization forward.

Local 1 Business Agents have won many grievances and Unfair Labor Practice complaints which have not only returned money to our members, but also reaffirmed the terms and conditions of our Contracts.

Negotiations in many jurisdictions have been successful, providing long needed gains for Local 1 members. There is much work to do in this regard, and we have only just begun.

Local 1 is planning for its future with member-led initiatives. Unit Leaders and Board of Directors are standing together in the common cause of rededication to the mission of unionism and member control.

New member leaders are learning to be decision makers, and are taking pride in the term “member led union.”

Local 1 made the moral decision to take on the Contra Costa Board of Supervisors and said “No to 33%” raise for the Supervisors.

Local 1 will be here, in Contra Costa County, even after the Teamsters have retreated back to their offices in San Bruno and Redding to plan their next invasion.

Local 1 is a “real” union that operates

under all applicable laws that govern how unions report and respond.

The only difference here is that members set policy for Local 1, not some unknown, international union bosses in Washington, D.C.

## **PROBLEMS:**

Four Local 1 units are currently under decertification threat from the Teamsters.

Decertification efforts are always led by disgruntled members. So why have these members become disgruntled? Are their reasons actually valid? And do enough people agree with the reasons?

What I’ve found out is that those members who have invited the Teamsters into your workplaces (and your homes) have done so because of their own personal issues with people who are no longer with Local 1.

They are willing to drag everyone into an exhaustive and distracting election for representational rights without any regard as to how it may affect the silent majority, or how it may affect Local 1’s current health care reopener, or the upcoming full contract negotiations.

The worst thing that anyone can do is to destroy what they already have based on someone else’s story.

Any organization can tell you that it will get you more.

The question back to them should be: how will you deliver on your promise?

There is truly only one way to affect change; employees have to stand up and hold bosses accountable.

If members believe that by merely moving their membership from one union to another will result in 8% to 12% more - as is so often wildly prophesied by the Teamsters—then these members are mistaken.

Do you need proof? We currently have the two largest international unions in Ameri-

ca - AFSME and SEIU - representing workers in Contra Costa County, as well as Local 1.

Neither of these unions has been able to gain more at the bargaining table than Local 1. Yet both require more in monthly dues per member.

Local 1 members also have had their personal information exposed by the Teamsters. Many have been subjected to unsolicited home visits. No one wants their privacy invaded. Local 1 respects your home life and would ask for your permission before we would knock on your door.

## **SOLUTION:**

Take the high ground and tell the story from the perspective of truth, rather than play on people’s emotions, and let individuals decide what is in their best interest.

At the end of the day, we are a member-led, member-run union. Going forward, you will see Local 1 Business Agents moving about your workplaces; ask them to tell you about the upcoming election.

They will not be begging you to vote for Local 1; that is your choice.

They will tell you the truth about decertification with the hope that it helps you make a truly informed, not propagandized, decision.

Local 1 is not dwelling on the past. We are standing on our record and looking forward into the future of public employee unionism.

We don’t want to leave anyone behind or have families broken by making uninformed choices.

We have been through the best and worst of times together; and we are still standing.

Let’s move forward as “One.”

Have a wonderful holiday season, and may God bless you and your families!