



November 12, 2008

Lee King, Chief of Staff
California State Employees Association
1108 O Street
Sacramento, Ca 95814

Michael Baratz, Chief of Staff
SEIU Local 1000
1808 14th St.
Sacramento, CA

RE: Filing of 3rd Level Grievance over UR/SUR Pay Cut and
Request for Information

Dear Mr. King and Mr. Baratz:

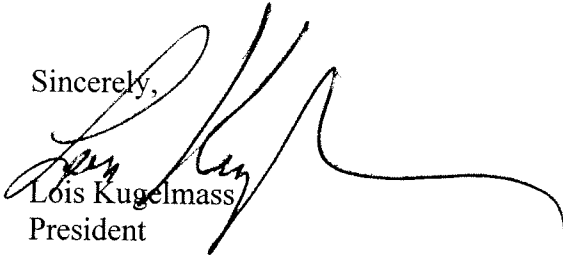
UAW Local 2350 is filing this union grievance at the third level over Local 1000's unilateral pay cut of five employees: Gloria Cantu, Jan Crean, Brandy Johnson, Karen Maxson, and Brian Polejas. We request a meeting to discuss this matter.

We are also requesting the following information which is necessary and relevant to the investigation of this and related issues:

1. The names of all employees who have been appointed to SUR since the implementation of the deep class series and any and all documentation on which those promotions were based.
2. A current organizational chart of SEIU Local 1000.
3. The names of all SEIU Local 1000 employees whom the Employer considers to be supervisory employees under the National Labor Relations Act. For each such supervisor/manager, identify which employees and contractors they supervise and what other policy assignments or program duties they perform.
4. The names and position of all rank and file employees who have any statewide bargaining, organizing, or representation responsibilities (including statewide grievances in the Union Resource Centers).
5. All relevant activities or trainings, either planned in the future or executed in the past, to provide Union Representatives/Organizers with the opportunity to promote to the senior level.

This request is continuing. Please provide this information to me by Monday, November 24, 2008, but contact me immediately at (916)319-4800 if you have any question or concern about any of the requested items.

Sincerely,

A handwritten signature in black ink, appearing to read "Lois Kugelmass", with a long horizontal flourish extending to the right.

Lois Kugelmass
President

CC: UAW Members
Paul Harris,
Rocco Paternoster
Pam Smolich
Janis Mickel-Szichak



UAW Local 2350 / CSEA GRIEVANCE FORM

Name of Grievant(s): UAW Local 2350 on behalf of Gloria Cantu, Jan Crean, Brandy Johnson, Karen Maxson, and Brian Polejas

Date: November 12, 2008

Classification: UR/SUR Office Phone: NA

Mailing Address: NA Email Address: NA

City: NA Zip:

UAW Job Steward: Lois Kugelmass Office Phone:

Email Address: lkugelmass@calcsea.org

Statement of Grievance (Give a brief description of your problem; use additional pages as necessary; attach all relevant documents)

Effective October 25, 2008, the Employer unilaterally cut the salaries of five SEIU Local 1000 employees: Gloria Cantu, Jan Crean, Brandy Johnson, Karen Maxson and Brian Polejas. Cantu, Crean, Johnson Maxson and Polejas are in the Union Representative/Organizer deep class series. The series provides that "to promote beyond the sixth step to a [Senior] Union Representative/Organizer, the incumbent must have the ability, if assigned to perform two or more" of four responsibilities listed in the job specifications. The Employer incorrectly cut their salaries as follows:

- 1. Cantu was hired at the top step by supervisor John Veen and received a 5% raise at the completion of her probation. Moreover, Cantu met the criteria for promotion to a SUR when she was hired.
2. Crean was assured by her supervisor in May 2008 that there were no concerns regarding her move to the deep class from him or Triana Silton and she could feel confident that there would be no issue in the future regarding this step increase. Moreover, Crean meets or exceeds the criteria for SUR by virtue of her current work and previous employment
3. Johnson was assured by her supervisors that she was correctly promoted beyond the seventh step of the UR deep class. Moreover, Johnson, who has continuously served as a lead in Local 1000, meets or exceeds the criteria for SUR.
4. Maxson was assured by her supervisor in May 2008 that there were no concerns from him or Triana Silton regarding her move to the deep class and she could feel confident there would be no issue in the future. Moreover, Maxson meets or exceeds the criteria for SUR by virtue of her current work and her previous employment.
5. Polejas was elevated to the seventh step as a result of a meet and confer between the Employer and UAW Local 2350 on the placement of LRRs at the time of the conversion from the LRR to the UR/SUR class. The Employer cannot in good faith renege on that agreement. Moreover, Polejas meets or exceeds the criteria for SUR by virtue of his current work and previous employment.

When the Employer's chief spokesperson proposed the deep class in contract negotiations with the UAW, he promised that the deep class was not meant to save money but to provide more opportunities for promotion. In fact, over the last two years, only one person was promoted (and one hired from the outside), and the overall number of senior representatives (SURs) in bargaining dropped from nine to four. Therefore, not only has the deep class failed to provide promotional opportunities, the actual number of employees receiving the higher class and salary has been cut.

The Employer is in violation of the contract because all five employees in this grievance were receiving the correct salaries and they each meet the criteria of the SUR specifications.

Relevant Contract Sections: Article 12, Sections 1 & 2; Attachment 1, and all other relevant sections

and state and federal laws

Remedy Requested:

1) The Employer shall immediately rescind the pay cut. 2) The Employer shall make whole each employees with back pay, benefits and interest. 3) The Employer shall acknowledge the appointment of these workers to the Senior level and shall immediately grant them any additional benefits and salary due to timely step raises.

This is filed at the third level as a Union grievance.

(Name of Supervisor)

(Date)

Grievant(s) Signature:

Date:

UAW Job Steward

Signature:

Date:

November 12, 2008

Action at Step 1: _____

Date: _____

Action at Step 2: _____

Date: _____

Action at Step 3: _____

Date: _____

Action at Step 4: _____

Date: _____

* For use by UAW members grieving under Article X of the UAW-CSEA Agreement.