

Communications

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Workers of America

LOCAL 9423 – AFL-CIO
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To: Debbie Narvaez,
Cc: SEIU 521 Bargaining Team, SEIU Executive board

From: CWA 9423 Bargaining Team

Subject: Motion G, MRC

Debbie, bargaining team, and Executive Board,

This letter serves as CWA 9423's response to motion G and the subsequent request to bargain. CWA appreciates the request for input on Motion G; we do however have a requirement before we are willing to open the contract and begin bargaining over this/proposed changes. We have clearly and openly stated that we will not be willing to entertain any regressive bargaining; I'm sure everyone reading this can understand why a Union would not willingly open a contract when our main priority is job protections and job security for our members. We believe this requirement being met (no regressive bargaining) is a small hurdle in moving forward with Motion G for SEIU 521. The foremost factor in this matter is job security for our members/your employees, the CESA's. It is the position of CWA 9423 that the current/existing CESA's should be considered Y classification or red-circled employees. The two employees in question are both long-term highly trained (highly valued?) employees. Any additional or subsequent employees would have to meet the agreed upon criteria in order to be eligible to be a CES. The work as described to CWA can be done from anywhere geographically, and need not be in one building or location. The reality is that the folks who will work in the MRC will not all work in the same room as the building itself makes this prohibitive. In the future if SEIU hires, replaces etc, the new folks will be hired with the understanding that they are being hired into a specific location. This was exactly the case when the CESA position was created after the failing of the previous MRC. The CESA position was borne out the failure of the previous MRC; these folks are capable of doing, and have done the exact work that an MRC does. The minor changes such as training stewards etc, is nothing these highly capable individuals cannot be taught and execute expediently. It is the position of CWA that the changes of Motion G are mandatory subjects of bargaining. We only ask, as any Union would, that we are given some protections against regression and job loss. Thank you in advance for your consideration.