



# The Voice

A Newsletter for Higher Education Workers...



JANUARY 2022

## SEIU Local 2007 President's Message



Union Sisters and Brothers,

Happy New Year! As always, we hope you and your families are safe, doing well, and rested.

I want to start off and jump right into the COVID situation we find ourselves, continually, facing here at both Universities. As for Stanford, we have approximately 1,000 cases and exposure rates doubling last year's numbers. Up at SLAC, we have more cases this year than in the past 2 years combined starting from 2020. Santa Clara University's positivity rate jumped from .3% to 7.6%.

With these kinds of numbers, it is imperative we take a moment before we jump into the daily routine of our jobs and ask ourselves, do we have everything we need as far as PPE (Personal Protective Equipment) to be safe on the job? From what The Union is being told by the management teams, we are working with daily on both Universities, the N95 masks are available in "ALL AREAS". If this is not true in your specific area, please stop and make sure your local supervisors are aware of it. And, if there is no change, make sure your local Steward is aware. Proper PPE is our self defense in this COVID world we live in, and in all of our conversations with management, they are telling us they are providing this to all of you. If you are still not satisfied with the results you are expecting concerning this, please reach out to the Leadership copied on this communication and tell us what is going on, we will get it done!

To continue on this COVID situation, we are in here at Stanford, we have closed the gap of non-compliant vaccinated workers from over 340 to now 77 with 5 of the 77 in the exemption process. Those are good numbers and a testament to the work the Union and University have done together; but, we need to continue this work until we are at 0, which we will keep trying to do so.

Hazard/Premium Pay. This has been a topic all areas are asking for which by rights, should be addressed, and is being addressed. What The Executive Board can tell you all about this, is that we have never stopped talking/demanding this from Stanford University, and through the time we have been making these demands/requests we do finally have something Stanford has agreed to. Due the sensitivity of these kinds of discussions, we are bound by an agreement that is confidential, and must stay that way until it is fully worked out in order for you all to benefit from it. We ask of you to have patience; this Leadership of yours is confident it will all come out very, very soon! As for our Sisters and Brothers at Santa Clara University, we have plans to do the same thing that you all deserve as well!

Last, but not least, we have some sad news that needs to be spoken of that we were just notified about in the past couple of days. Linda Crouse has

passed away, and for all of you who don't know who she was/is, she was one of founders of this Union from back in the 70's. We plan to work with her family on the work she did here for her Legacy/Obituary, and also take a page out in the Daily to inform all of her passing, and educate all, on her very profound work. Her work included Women's rights, Racial injustice, Worker's rights, student's rights and uniting SLAC and Stanford campus workers which in those days was not easy to do. She, also, sued the University for a ratio of injustice that did not allow women,

and people of color, to have the same ability to apply and get accepted into Stanford in the 70's. A truly great woman in many eyes including myself. Please keep an eye out for this piece we plan on submitting soon.

Si Se Puede and In Solidarity,

Paul Regalado

President, SEIU-HEW Local 2007

## Weingarten Rights

The National Labor Relations Act (NLRA) includes language that protects employee's right to "self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid and protection." In 1975, in the case of NLRB vs. Weingarten, it was found that employees are protected by Section 7 of the NLRA and have a right to refuse a meeting if an employee requested union representation.

If a supervisor asks a worker into a meeting or his/her office, the worker may ask "Will this meeting lead to discipline or is investigatory?" If your supervisor says yes, then, you may say that you need representation.

Who can represent an employee during an investigatory meeting? A steward, an organizer or co-worker (as a witness). A representative must remain civil and permit the employer to conduct the investigation and not interfere with the process. Also, a union representative cannot tell an employee what to say or give false statements.

An employer may say no if the meeting is actually a training, informational meeting about personnel policies, advance notification that the meeting will not result in disciplinary action or adverse employment action, notification of disciplinary decision or another's employee's investigatory meeting.

However, any meeting may become an investigatory meeting or lead to discipline. When there is such a turn of events, then, the worker should pause the meeting and request representation. She/he need only state it once. If the supervisor refuses to stop, and provide the worker with a representative, then the worker should notify the steward or union representative, immediately, after the meeting. The steward or representative will have to write down what happened during the meeting. The Union can and will file an Unfair Labor Practice (ULP) against the employer for violating the employee's rights.

Remember, although a supervisor may be a good person, they are still a boss and not your friend because they will, eventually, need to discipline. Always keep notes because they are legal and binding and they will protect you.

## Bargaining Unit Current Posted Requisitions Report

**!** *ATTENTION Union Brothers and Sisters: Please review these job postings and pass along these listings to family, friends and your communities at large.*

Req. Posting Date	Requisition NO	Requisition Title (BL)	Department	Location	Grade
10/25/21	91902	Property Control Coordinator	CHYR - Shared Services CNS Operations	Stanford	A27
12/3/21	92400	Telecommunications Attendant Trainee	CPAJ - Client Services Operations	Stanford	A20
7/20/21	90485	Custodian	GCZN - Schwab Graduate Housing	Stanford	A67
6/15/21	89977	Food Service Worker IV- Cook	GEAA - EVGR SHA Cafe	Stanford	A63
5/28/21	89769	Food Service Worker III -Cook	GEAB - EVGR SHA Brewery	Stanford	A62
5/28/21	89780	Food Service Worker I- Cashier	GEDO - EVGR Dining Operation	Stanford	A60
11/30/21	89597	Custodian	GEHA - EVGR Student Housing Operation	Stanford	A67
4/29/21	89366	Food Service Worker I	GJWJ - Dining Services Central Ops	Stanford	A60
4/29/21	89365	Food Service Worker III	GJWJ - Dining Services Central Ops	Stanford	A62
7/15/21	90432	Food Service Worker III- Server (6 months Fixed Term)	GKUF - Catering	Stanford	A62
7/28/21	90543	Food Service Worker III- Server 75%	GKUF - Catering	Stanford	A62
7/21/21	90495	Food Service Worker III- Server/ Houseperson(6 months Fixed Term)	GKUF - Catering	Stanford	A62
11/30/21	90907	Food Service Worker III-Server	GKUF - Catering	Stanford	A62
7/15/21	90426	Food Service Worker IV- Driver (6 Month Fixed-Term)	GKUF - Catering	Stanford	A63
6/30/21	82641	FSW III- Houseperson	GKUF - Catering	Stanford	A62
6/30/21	82641	FSW III- Houseperson	GKUF - Catering	Stanford	A62
10/13/21	91744	Food Service Worker I- Cashier/Barista (5 month Fixed Term)	GLCA - Clark Center Coffee	Stanford	A60
1/12/22	91410	Food Service Worker IV- Storekeeper	GLGB - Redwood City Cafe	Redwood City	A63
10/8/21	91677	Food Service Worker II- Fixed term 9 months	GLGI - Tresidder Heirlooms	Stanford	A61
10/7/21	91673	Food Service Worker I-	GLGU - Tresidder Union Square	Stanford	A60
9/22/21	89327	Plumber/Steamfitter	GMAM - Maintenance Central Admin	Stanford	A39
7/6/21	90308	Maintenance Person IV-Commercial Kitchens	GMFE - Food Service Equipment Maint	Stanford	A39
10/27/21	91931	Food Service Worker I-Dishwasher	GMHA - Munger Auxiliary Services	Stanford	A60
9/2/20	87197	Master Locksmith	GMLS - Locksmith shop	Stanford	A36
9/21/21	91405	Project Crew	GMPC - Project Crew Operations	Stanford	A22
12/13/21	92543	Project Crew Lead	GMPC - Project Crew Operations	Stanford	A99
9/21/21	91404	HVAC Process Control Lead	GMVC - HVAC	Stanford	A44
9/22/21	91411	HVAC/Plumbing	GMVC - HVAC	Stanford	A39
10/14/21	91544	Food Service Worker IV	GNBV - Lagunita/Roble Dining	Stanford	A63
8/12/21	90857	Lead Custodian	GNWS - Undergrad Housing Westside	Stanford	A68
4/30/21	89383	HVAC Mechanic Specialist	GPAE - MCP - Administration Costs	Stanford	A40
9/25/20	87385	Electrician Specialist	GVOK - MEP Shop	Stanford	A38
7/1/21	88135	Sprinkler/Landscape Specialist	GXKC - Grounds	Stanford	A26

## STANFORD CAMPUS — Bargaining Unit Current Posted Requisitions Report

(continued from page 3)

Req. Posting Date	Requisition NO	Requisition Title (BL)	Department	Location	Grade
6/30/21	88136	Sprinkler/Landscape Specialist	GXKC - Grounds	Stanford	A26
10/25/21	87522	Tree Specialist 1	GXKC - Grounds	Stanford	A20
12/17/21	92652	Greenskeeper	LSJX - Facilities	Stanford	A18
1/7/22	92739	Life Science Technician 1	QAUF - Biology	Stanford	A18
1/7/22	92737	Life Science Technician 1	QAUF - Biology	Stanford	A18
12/8/21	91617	Life Science Technician 2	QAUF - Biology	Stanford	A24
1/7/22	92741	MAINTENANCE PERSON IV	QDCU - Hopkins Marine Station	Stanford	A39
8/11/21	89935	Life Science Technician II	VTFW - Stanford Cancer Institute Core	Stanford	A24
8/19/21	90953	Life Science Technician I (1 Year Fixed Term)	VVLW - Biochem/Operations	Stanford	A18
12/10/21	92499	Life Science Technician II	VVLW - Biochem/Operations	Stanford	A24
1/11/22	92780	Animal Care Assistant 2 (Saturday-Wednesday)	VYBS - CompMed/Vet Service Ctr	Stanford	A16
1/5/22	92705	Animal Care Assistant IV	VYBS - CompMed/Vet Service Ctr	Stanford	A24
12/6/21	91559	Life Science Technician 1	VYBS - CompMed/Vet Service Ctr	Stanford	A18
12/9/21	90148	Life Science Technician 1	VYJG - Dermatology	Stanford	A18
3/19/21	88850	Life Science Technician II	WAZC - Genetics	Stanford	A24
8/12/20	87044	Life Science Technician II	WAZC - Genetics	Stanford	A24
7/30/21	88848	Life Science Technician II (2 Positions)	WAZC - Genetics	Stanford	A24
1/7/22	92614	Biobank Assistant	WFIE - BMT & Cell Therapy	Stanford	A24
6/17/21	88781	Life Science Technician	WUZG - Med/Oncology	Stanford	A18
5/27/21	86959	Life Science Technician I	WXAA - Med/PACCM	Stanford	A18
11/18/21	92244	Life Science Technician 1	XBSP - Pathology Sponsored Projects	Stanford	A18
3/3/21	88614	Life Science Technician I	XDCI - Ophthalmology	Stanford	A18
1/10/22	92774	Life Science Technician II	XFFZ - Pathology Ops support exp #2	Stanford	A24
1/11/22	92791	Life Science Tech II	XLFK - Peds/Stem Cell Transplantation	Stanford	A24

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## SLAC — Bargaining Unit Current Posted Requisitions Report

Req. Posting Date (C.S and Job Board)	Requisition Number	Department	Location	Requisition Job Title (BL)	Classification Title	Grade	Req. Posting Status (C.S and Job Board)
11/10/21	4720	10067000 - ESH Radiation Protection	SLAC	Principal S&E Technician - Electro-Mechanical [Bargaining Unit]	Principal S&E Technician - Electro-Mechanical	A41	SLAC Careers page.
1/12/21	4283	10067020 - ESH Op Health Physics	SLAC	Health Physics Technician II [Bargaining Unit]	Health Physics Technician II	A37	SLAC Careers page.
10/07/21	4671	10074000 - F&O Operations & Maint.	SLAC	HVAC Mechanic Specialist [Bargaining Unit]	HVAC Mechanic Specialist	A40	SLAC Careers page.
10/11/21	4674	10074070 - F&O Transportation & LaborPool	SLAC	Rigger Specialist [Bargaining Unit]	Rigger Specialist	A37	SLAC Careers page.
08/16/21	4593	10074100 - F&O High Voltage	SLAC	Electrician Specialist - High Voltage [Bargaining Unit]	Electrician Specialist - High Voltage	A42	SLAC Careers page.
11/04/21	4713	10074110 - F&O Instrument and Controls	SLAC	Process Control Instrumentation Technician (Bargaining Unit)	Process Control Instrumentation Technician	A40	SLAC Careers page.
11/22/21	4736	10074140 - F&O Maintenance & Fabrication	SLAC	Maintenance Person Roofing/Plumbing [Bargaining Unit]	Maintenance Person Roofing/Plumbing	A33	SLAC Careers page.
8/6/21	4577	10074160 - F&O Mechanical Utilities	SLAC	Utilities Mechanic, Research Facilities [Bargaining Unit]	Utilities Mechanic, Research Facilities	A38	SLAC Careers page.
08/23/21	4590	14043000 - LCLS Technical Support	SLAC	X-ray Instrumentation Technologist (Bargaining Unit)	X-ray Instrumentation Technologist	A41	SLAC Careers page.
7/29/21	4561	15020400 - TID Electronics Systems	SLAC	Installation Technician (Bargaining Unit)	Installation Technician	A28	SLAC Careers page.
09/20/21	4636	15030200 - TID RFAR Adv Prototyping & Fab	SLAC	Experimental CNC Machinist (Bargaining Unit)	Experimental CNC Machinist (Bargaining Unit)	A45	SLAC Careers page.
10/14/21	4670	15030200 - TID RFAR Adv Prototyping & Fab	SLAC	Science & Engineering Mechanical - Vacuum Technician (Bargaining Unit)	Science & Engineering Mechanical - Vacuum Technician	A35	SLAC Careers page.
10/14/21	4666	15030200 - TID RFAR Adv Prototyping & Fab	SLAC	Senior Science & Engineering Electronic Technician (Bargaining Unit)	Senior Science & Engineering Electronic Technician	A35	SLAC Careers page.
10/14/21	4669	15030200 - TID RFAR Adv Prototyping & Fab	SLAC	Senior Science & Engineering Mechanical - Vacuum Technician (Bargaining Unit)	Senior Science & Engineering Mechanical - Vacuum Technician	A35	SLAC Careers page.
6/21/21	4519	18030500 - AD SC LINAC Cryo Operations	SLAC	Accelerator Technologist IV - Cryogenics Plant Operator (Controls & Instrumentation) (Bargaining Unit)	Accelerator Technologist IV - Cryogenics Plant Operator (Controls & Instrumentation)	A43	SLAC Careers page.
12/16/21	4775	18050300 - AD METSD Fabrication	SLAC	Accelerator Technologist II - Vacuum and Metal Finishing (Bargaining Unit)	Accelerator Technologist II - Vacuum and Metal Finishing	A35	SLAC Careers page.
09/23/21	4642	18050300 - AD METSD Fabrication	SLAC	Accelerator Technologist IV - Machinist (Bargaining Unit)	Accelerator Technologist IV - Machinist (Bargaining Unit)	A43	SLAC Careers page.
7/12/21	4510	18080300 - AD AOS Operators	SLAC	Accelerator Systems Operator I (Bargaining Unit)	Accelerator Systems Operator I	A32	SLAC Careers page.

## PERB Holds State Employee Had Right to Union Agent at Strip Search Affirmed

On October 4, 2021, the Third District Court of Appeal affirmed a Public Employment Relations Board (“PERB”) decision that a state employee’s right to have a union representative present during an investigatory interview extends to having a representative in attendance during a strip search conducted for law enforcement purposes, even though there was no interrogation or questioning, pursuant to the Ralph C. Dills Act. The case is Department of Corrections and Rehabilitation v. Public Employment Relations Board, C088562, PERB Decision No. 2598-S, and can be found here: <https://perb.ca.gov/decision/2598s/> ([Read More](#))

By [Maximillian Casillas](#)

## Victory for Janitors as Appellate Court Enforces their Right to Retention of Employment

On April 14, 2015, Preferred Building Services, Inc. (“Preferred”) began providing janitorial services at a residential complex. Preferred was what is known as a “successor” janitorial contractor, taking over after the prior contractor, VPM Maintenance Management, LLC (“VPM”), terminated its janitorial contract. The janitors VPM previously employed at the complex asserted their right to retention of employment under the Displaced Janitors Opportunity Act (“DJOA”), but Preferred refused to retain any of them. ([Read More](#)) <https://trk.cp20.com/click/676q-2hmlxf-tamh1m-2dymrnt2/>

By [Katie McDonagh](#)

## The Uncertain Fate of OSHA’s COVID-19 ETS Supreme Court Oral Argument Today, January 7

The federal government’s Emergency Temporary Standard (ETS) mandating COVID-19 vaccination or testing for large businesses and federal contractors is the subject of intense litigation. The ETS requires employers with 100 or more employees to ensure their employees are either fully vaccinated or tested for COVID-19 on a weekly basis, with several issues related to this requirement, such as compensation for time spent receiving the vaccine or testing, or recovering from symptoms, also addressed in the ETS. ([Read More](#)) <https://trk.cp20.com/click/676q-2hmlxf-tamh1o-2dymrnt4/>

By [Corey Kniss](#)

## Department of Labor Eliminates Form T-1 for Labor Organizations

As of January 31, 2022, labor organizations will no longer be required to submit the recently-created Form T-1 Trust Annual Report.

*Continued on page 7*

On December 30, 2021, the Department of Labor announced it is rescinding the 2020 rule requiring labor organizations to submit Form T-1. This move follows the DOL's March 29, 2021 announcement of a policy of non-enforcement of the September 28, 2021 initial filing deadline identified in the 2020 rule. [\(Read More\) https://trk.cp20.com/click/676q-2hmlxf-tamh1q-2dymrnt6/](https://trk.cp20.com/click/676q-2hmlxf-tamh1q-2dymrnt6/)

By Michaela Posner

## Starting January 1, California Schools Holding Career Fairs must notify Apprenticeship Programs

On September 27, 2021 Governor Gavin Newsom signed into law [AB 643](#), a bill requiring schools to notify apprenticeship programs of upcoming career or college fairs. The bill aims to increase student awareness of the substantial post-graduation training and career development opportunities that apprenticeship programs provide. [\(Read More\) https://trk.cp20.com/click/676q-2hmlxf-tamh1s-2dymrnt8/](https://trk.cp20.com/click/676q-2hmlxf-tamh1s-2dymrnt8/)

By [Andrea Matsuoka](#)

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# February 2022

Sun                      Mon                      Tue                      Wed                      Thu                      Fri                      Sat

		Executive Board 1 Members welcome Contact Union for Appt	Stanford 2 Steward Council	3	4	5	
6	7	8	9	10	11	12	
13	Happy Valentine's Day	14	15	16 Santa Clara Steward Council	17	18	19
20	President's Day	21	22	23	24	25	26
27	28						