

For immediate release.

Contact Info:

Jeffrey Recht, SEIU Steward (Ret.)
California Healthy Workplace Advocates
Sacramento, CA

Email: chwa.capitol@gmail.com

Website: <https://bullyfree-workplace.org>



Union Stewards Can Make a Difference Using a New Guide for Dealing with Workplace Bullying

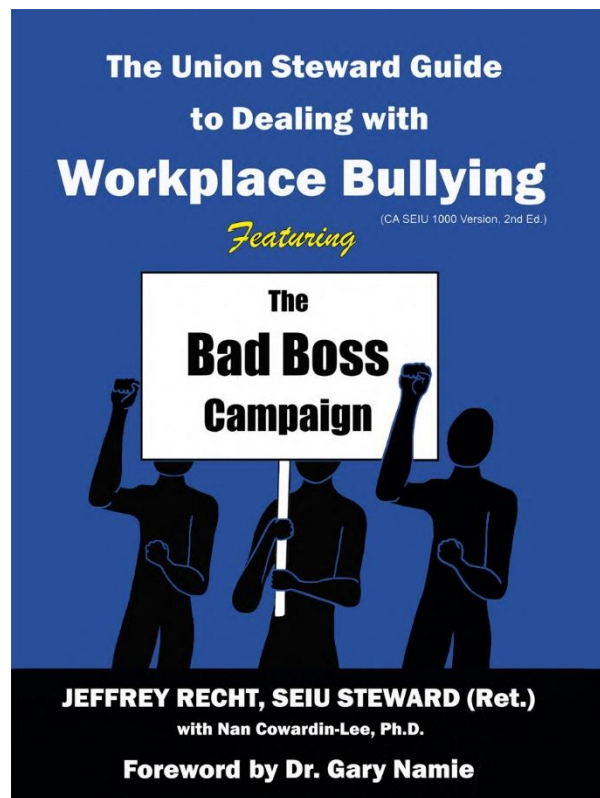
Sacramento, CA. May 8, 2025.

In the struggle against workplace bullying, a new strategic approach has been provided with the publication of **The Union Steward's Guide to Dealing with Workplace Bullying, Featuring the Bad Boss Campaign**. This newly revised second edition provides effective alternatives and strategies to avoid the ineffective "paper-shuffling" grievance process commonly used against bad bosses in the California State Government system. The Union Steward's Guide provides eight chapters, including a foreword by Dr. Gary Namie, the founder of the Workplace Bullying Institute, and the WBI survey.

Each chapter provides a case study for a practical understanding of the issues, along with checklists and useful information for dealing with CalHR, the Department of Personnel Administration (DPA), the State Personnel Board (SPB), the Public Employment Relations Board (PERB), and the Equal Employment Opportunity Commission (EEOC). Resources for targeted workers are provided.

Chapter One covers the details of bullying and contrasts it with conflict. Chapter Two covers the background of the California State government system and the agencies that deal with the issues of workplace bullying. Chapter Three provides details on how to support a traumatized worker suffering from workplace bullying. Chapter Four reviews the process steps used by the SEIU Local 1000 union

steward. Chapter Five focuses on how to build a bullying case; Chapter Six covers alternative filing options that are more effective than the use of the standard grievance process. Chapter Seven covers the steps for organizing a Bad Boss Campaign. Finally, Chapter Eight provides tips and strategies that will help the union steward build a winning case. Additional resources and a glossary of California state legislation are also provided.



The Union Steward Guide to Dealing with Workplace Bullying, Featuring The Bad Boss Campaign, is available on Amazon.com and for global distribution.

The Union Steward's Guide to Dealing with Workplace Bullying has received initial praise from an initial reader in health care services~

This book is already exceptional:

- The case studies are brilliantly practical; they transform theory into real-world solutions

- The trauma-informed approach sets a new standard for workplace advocacy
- Every chapter feels like a masterclass in both prevention and intervention

Please pass along my deepest respect to the Authors and all contributors. They've crafted something that will undoubtedly become "the definitive guide" for unions, HR professionals, and anyone fighting for dignity at work. The research is impeccable, the voice is compelling, and the impact will be profound.

I'll be honored to promote this book to my nursing and healthcare networks. It's exactly the resource our field needs.

~ Emily Molly Bliss, RN

Author Information:

This guide and workbook provide an effective and time-tested approach from Jeffrey Recht, a former union steward with 15 years of experience advocating and winning against bad bosses to support unfairly targeted union members. Jeffrey Recht is also the Executive Director of the California Healthy Workplace Advocates Inc, a nonprofit organization working to educate others on the harm of workplace bullying.

Co-author Nan Cowardin-Lee, Ph.D., brings her understanding of organizational systems, group dynamics, and complex trauma to the pages, along with her love of doodling. Dr. Cowardin-Lee is the Associate. Director of the California Healthy Workplace Advocates Inc.

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