

UNION UPDATE

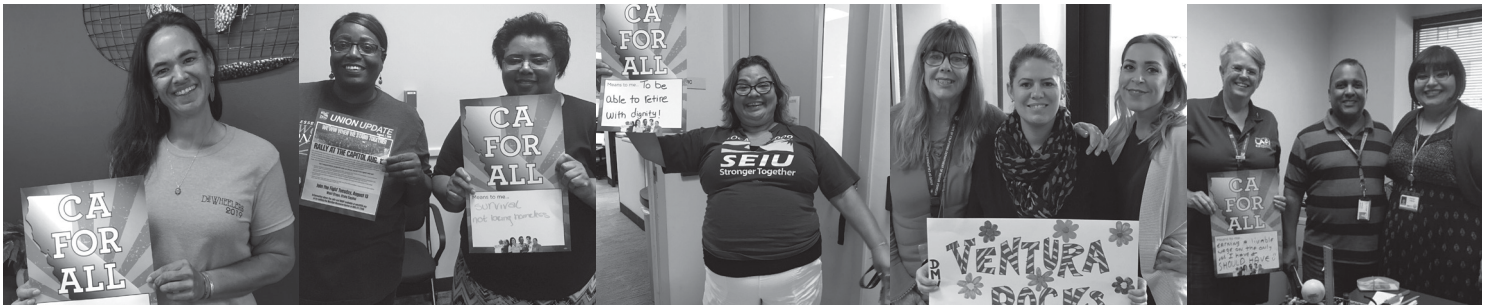
August 28, 2019



WHEN WE TAKE ACTION ... THE STATE LISTENS!

THOUSANDS OF MEMBERS ACROSS THE STATE STAND UP FOR A FAIR CONTRACT

As our bargaining team continues to press the state at the master table on key issues affecting our pay and our working conditions, members are making their demand and showing their support with hundreds of worksite actions. We're reminding state negotiators that we're real, hard-working people, not just numbers on a spreadsheet. Join your colleagues, stand up, and take action today!



Join the Fight for a California For All

A California For All includes us—the people who not only work for the State of California but who make California work. We believe that working families should be paid fairly and that means no less than \$15/hour. We believe that we should all be able live where we work. We believe quality health care should be affordable and accessible and we believe everyone should be able to retire with dignity.

Let's build a California for All together!



APPRENTICE PROGRAM EXPANDING

OUR MEMBERS ARE EARNING NEW CAREER OPPORTUNITIES IN HEALTH CARE, INFORMATION TECHNOLOGY

Our groundbreaking apprenticeship program is fulfilling our union's value of creating sustainable careers, and we're changing lives! In the past three years, nearly 100 apprenticeship opportunities have been extended to our members for health care and information technology classifications. More opportunities are on the horizon.

LVN-RN apprenticeship: Today, we have active groups at San Joaquin Delta College and Sacramento City College in various phases of their career training. Participants are provided up to 20 hours per week off work for classes and clinical training without any loss of pay, thanks to language in our contract known as "the 20/20 program". Program graduates are enjoying a better income and are participating more directly in the care of their patients.

A new program in Southern California, focused on rural health care career opportunities, is prospectively planned for 2020, with information sessions planned to begin later this fall.

Information Technology apprenticeship: Local 1000 created the nation's first public-sector IT apprenticeship program with a networking focus in 2017. Like our LVN-RN apprenticeship program, on-the-job training is coupled with related study and instruction to increase worker skills and allow members to be more competitive in the job market.

In addition to our two existing IT programs, new programs in mainframe infrastructure and cybersecurity are in the formative stages. Later this year, we'll announce another new program offering education and training in financial services.

We created these "first of their kind" apprenticeships because upward mobility is a union value. We've developed close partnerships with a number of state agencies and community colleges across the state, generating more than \$10 million in grants in our effort to build a California for All



New apprentices enter the program 8/20/19

To learn more about upward mobility opportunities in health care, information technology, and financial services, visit:

seiu1000.org/apprenticeships

THE "FREEDOM FOUNDATION" WANTS TO TAKE AWAY YOUR RIGHTS

As we work together to create a California for All and to win a fair contract, the Freedom Foundation wants to take away your bargaining power and your political power in order to slash wages and take away your pension and health care benefits.

The Freedom Foundation is a coalition of anti-union groups funded by uber-wealthy right-wing extremists like the Koch brothers. They are anti-worker union-busters who want greater wealth.

They use phrases like "give yourself a raise" and "opt out today" under the guise of "freedom," when the reality is they want to take away our collective power.

Wisconsin faced a similar fight and lost. There, workers have seen a 24% decline in benefits and only a 2% raise in a seven-year period.

Unions protect workers, their families, and their future. Don't be misled by the promise of "freedom." We are stronger together!

STRONG UNIONS WIN BETTER CONTRACTS. BECOME A MEMBER TODAY: seiu1000.org/joinus

Sign up today to receive exclusive bargaining news

You must "opt in" to receive detailed progress reports from the bargaining table. Make sure you're connected to the action. Sign up to receive your updates today!