

HISTORIC AGREEMENT REACHED!

BARGAINING TEAM FINDS NEW WAYS TO PUT MORE MONEY IN YOUR POCKET

We are building a California for All in which our members earn livable wages; have access to quality, affordable healthcare; are recognized for our skills and responsibilities; and show up to workplaces that respect us and our families.

At 25 Town Halls up and down the state, in thousands of bargaining surveys, and through actions in hundreds of worksites over the last nine weeks, our members made the demand clear—the rising cost of living in California is hitting us hard and the state must do better.

As a result, our bargaining team set out to find innovative ways to get more money into our

members' pockets. Our team brought home a landmark contract that addresses the core values of building a California for All—and creates pathways for continued growth and inequality reduction that our members keenly feel within state service.

In the coming weeks, members will have the opportunity to ratify the tentative agreement.

Our agreement contains hundreds of improvements in our wages, benefits and working conditions. More details are online at seiu1000.org.

Members stand strong For a great contract. Key wins:

Health Care Differential

For the first time in nearly three decades our members will feel relief in their contributions to health care premium costs.

Our team won \$260/month for every member who has a CalPERS plan—the equivalent of an average individual's contribution to our healthcare premium cost and a huge bump in pay starting July 2020.

\$15/hour Minimum Wage

Every single SEIU Local 1000 represented employee will make at least \$15/hour through a minimum wage acceleration plan.

General Salary Increase

General salary increase for all SEIU Local 1000 members that includes:

- Effective July 1, 2020, all Local 1000 represented classifications increase 2.5%
- Effective July 1, 2021: 2% increase
- Effective July 1, 2022, 2.5% increase

Special Salary Adjustments & Classification Differentials

Thousands of our members will receive Special Salary Adjustments and Classification Differentials in recognition for their skills and the role they play in achieving the state's mission. The specific classifications are available online at seiu1000.org

Geographic Differential

For the first time in history, we were able to push the state to agree to the concept of Geographic Pay and secure that language in our contract.

As a result of the efforts of our GeoPay Task Force and the actions of our members, the state agreed to provide a Geographic Differential to members living in counties that meet the criteria of high-vacancy rates combined with a high cost-of-living and a large density of low-wage workers.

A Geographic Differential of \$250/month will be in place for members in four counties (Orange, Santa Barbara, San Luis Obispo, and Santa Cruz).

Read more about our contract wins and ratification efforts on page 2

MORE WINS BUILD RESPECT AND A BRIGHTER FUTURE

Mandatory Overtime

After decades of fighting to ensure that our members had the right to control their schedule and protect themselves and their communities, the state balked at their commitment to reduce Mandatory Overtime (MOT). We took action, we filed an unfair labor practice, fought back and won!

The state will reduce mandatory overtime by specific measures every year so that by 2023 it is no longer used as a staffing tool.

Bullying Prevention

We won a workplace violence and bullying prevention provision that defines bullying behavior and provides members with a mechanism to address abusive conduct in the workplace.

Call Center Differential

We created new language that expands the potential number of members who are eligible for a Call Center Differential. We defined what it means to be in a Call Center and created a dispute resolution process so that members working in a Call Center have a mechanism to determine eligibility and receive compensation for that work.

Bilingual Pay Differential

For the first time in 42 years, we were able to increase the Bilingual Pay Differential to \$200/month. This comes after 20 years of fighting for this, a joint task force, and hundreds of members telling their story.

Commute Program

We won an increase to the Commute Program from \$65/month to \$100/month for all eligible employees; including an increase to \$135/month for drivers of the van pool, and the incorporation of a bicycle program with a \$20/month stipend.

Flexible Work Schedules

Every department must now offer flexible work schedules to employees.

Future of Work and Civil Service

We created a joint Task Force on the Future of Work and Civil Service to allow our members to partner with the state on predicting, planning, and ultimately determining our own future around important technological innovations, automation, and the ever-changing nature of work in our society.

Read all the details of our tentative agreement online at seiu1000.org

Member actions make the difference in winning a contract!



Become a member of SEIU Local 1000 today

Members have a voice in the future and direction of our union—including ratifying our union contract. They also receive enhanced protections and enjoy valuable discounts on goods and services.

Member Resource Center
 866-471-SEIU (7348)



Sign up online
www.seiu1000.org