



Let's all be  
each for equal.

## Celebrate International Women's Day March 8

International Women's Day (Mar. 8) is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating women's equality.

We are all parts of a whole, and collectively, we can make change happen and create a gender-equal world. In the labor movement, and through the Local 1000 Purpose Statement, we're fighting for a time when equality is the standard.

Unions are leading the charge in advancing policies especially important to women, like paid sick leave and paid family leave. Unions are helping to close the wage gaps related to gender and race.

For more than 100 years, International Women's Day has driven conversations, behaviors, and mindsets that can have an impact on our larger society.

Let's all work together to make change and to create a gender-equal world. We can all choose to be **#EachforEqual**

## "If not me, then who?"

**Member leader Tracie Kimbrough is using her leadership to provide inspiration and to empower her coworkers.**

Tracie Kimbrough is a passionate union activist who believes that history is made and legacies are created by the simple act of touching another life and making a difference for others.

As the chairperson of the Women's Empowerment Committee, she's touching a great many lives by creating experiences that empower women to become leaders in their own right.

A ten-year state employee, she was encouraged to step into her leadership by another Local 1000 member leader, Christina Calugcugan. "She helped me grow by making me realize I wasn't doing as much as I could as a union member."

Becoming a steward was her first step. Since then, she's been part of two different contract battles, in 2013 and 2016, a member of the post-*Janus* "I Choose My Union" campaign, and a member of the team that designed and implemented Local 1000's Regional Organizing Committees in order to build and keep member power at a peak between contract cycles.

And that was just the beginning. In 2017, she was named to lead the Women's Empowerment Committee and "busted the door open with a bazillion ideas" to inspire her fellow workers by "tapping into the needs of the women of Local 1000."

Along with her fellow committee members, she's spearheaded huge growth in participation in the annual Women's March held each January. Starting with just two cities (Los Angeles and Sacramento), the event has grown to six different locations across the state.

The Lunafest film festival, an annual late-summer event, showcases women filmmakers and their work and offers members an opportunity to meet and be inspired by their leadership. Like the Women's March, growing interest means new cities are added each year.

Why does she do it? "Why not me," Tracie says. "If not me, then who?" She believes that "nobody will fight harder for the things I want than I do," and she's using her power of leadership to share that philosophy with her fellow members.



**"I'm leading by being the change**

**I want to see in the world.**

**At the end of the day,**

**I want to know that I've made a**

**difference in the lives of others**

**by helping them in a positive way."**

**- Tracie Kimbrough**



## UNION FAIRS PROMOTE MEMBERSHIP, POLITICAL ACTION

### *Signatures gathered to put Schools and Communities First on November ballot*

Hundreds of state workers gathered at three union fairs hosted by members to sign up new union members as well as to share information about Local 1000's political priorities in this all-important election year. Attendees learned about the value of membership as well as the important role politics play in creating a better life for all Californians at their jobs, at home, and in their communities.

They also learned more about how Local 1000 is supporting an effort called Schools and Communities First (SCF) and gathering signatures to qualify the initiative for the general election ballot in November. Members across the state are joining in the effort by having conversations with coworkers, family, and friends about the opportunity and helping us reach the goal of 18,000 signatures.

#### Here's what the Schools and Communities First initiative would do:

- **Reclaim over \$12 billion** per year for K-12 schools, community colleges, and local communities
- **Close commercial property tax loopholes** that corporations and wealthy investors use to avoid paying their fair share
- **Protect all homeowners and renters** by maintaining tax protections for ALL residential property
- **Invest in educating all of our kids** and in the vital services necessary to support our families and communities
- **Provide one of the largest tax incentives in a generation** to spur new investment in small businesses
- **Level the playing field for all the businesses** that already pay their fair share

Be sure to sign a petition today! More information is available online at: [schoolsandcommunitiesfirst.org](http://schoolsandcommunitiesfirst.org)

