

OCT 26
2016

UNION UPDATE



Preparing for all scenarios:

Strike Authorization Vote Goes to Membership

We have been in negotiations with the state for six months and have reached agreement on many items. Our intention is to continue to negotiate in good faith on all remaining terms. However, we have not yet reached agreement on a livable wage that respects our work and values the services we provide to all Californians.

Local 1000 members provide valuable services to the state of California and our communities. We believe everyone who works hard for a living should be able to provide for their families.

- California is the 6th largest economy in the world and has a projected \$11.5 billion surplus this year.
- A staggering 39% of our members cannot afford a two-bedroom apartment in the county they live in.
- In most parts of the state, our members cannot afford childcare.
- Even more alarming is the gender pay inequity we're facing.

Our union is predominately women (66% female, 34% male). Yet we are paid 19% less than the average for all rank-and-file state employees. The state has made deals with male-dominated bargaining units that include wages 43% higher than our average pay.

Like all Californians, we should be able to provide for our families. Yet, the state is offering us only 2.96% per year with a 3.5% employee contribution to our retiree health care.

Thousands of members have told us in town halls and in surveys: This is not enough to provide for our families, to afford our rent, to pay for childcare or even to buy fresh groceries for our children.

We still believe the state can do better. Our intention is to continue to negotiate in good faith on all remaining terms. But both sides have to act in good faith. When the state's conduct doesn't meet this standard - on livable wages and benefits - we must prepare for all options.

In July, our Local 1000 Board of Directors voted unanimously to authorize a statewide membership vote on any and all concerted actions, up to and including a strike, in support of bargaining our contract.

That time has now come.

Frederick Douglass said: "Power concedes nothing without a demand. It never did and it never will."

Thousands of members—in hundreds of worksites up and down the state—are purpling up and standing up to demonstrate our solidarity and support for the bargaining team.

We will now take the next big step together in our journey for a contract we can all be proud of, by moving forward with a strike authorization vote.

Now more than ever, it's important that we continue to stand together to make our demand. This is our Union. This is our Contract. This is our Future.

Continue to take action in your worksites and stay in touch with your worksite action team leader.

Remember what we are fighting for. We started this journey together and we will finish this journey together. Together, we are Unstoppable.

Yvonne R. Walker
President

For polling information, contact your Worksite Action Team leader, call the Local 1000 Member Resource Center at 866.471.SEIU (7348) or visit www.seiu1000/vote

Strike Authorization Vote

FAQ for Members

Can I get disciplined for voting to authorize a strike?

Your participation in this vote is legal, and you cannot be disciplined for participating in a strike authorization vote on your own time.

You need to be on your official break or official lunch (or not clocked in) to go off-site and participate in the vote. We will not be voting on state property.

How will I receive the voting information?

Voting information will be sent by mail and by email (to your personal email address) and will be posted at seiu1000.org/vote

When will I receive the information?

Voting information will be sent the week of Oct. 24. If you have not received notification by Oct. 31, please contact the Member Resource Center at 866.471.SEIU (7348).

Does this mean our Union is going on strike?

No. We still believe the state can do better, and we will continue to negotiate in good faith. This is a vote to authorize our bargaining team to be prepared with all available options. Our goal is to win a contract we can all be proud of.

Stay informed! Talk with your Worksite Action Team leader or go to seiu1000.org/vote

Resource Center

Monday-Friday
7 a.m. to 7 p.m.
866.471.SEIU (7348)

Website

seiu1000.org

Connect with Local 1000

Facebook
facebook.com/seiu1000

YouTube
youtube.com/seiu1000

Twitter
twitter.com/seiu1000



We're voting YES!

Our Union. Our Contract. Our Future.

"We need to come together to demand that the state values our members and the work that we do!"

-Theresa Hubbard, Program Technician, State Fund

"People deserve to be able to support their families on a full-time job."

-Bobby Roy, Education Programs Consultant, California Department of Education

"Our future as state workers depends on it; not only for this contract but for many contracts to come."

-Rionna Jones, Pharmacy Technician, CA Department of Corrections and Rehabilitation, California Correctional Health Care Services

"The State of California has failed to recognize and fairly compensate its professional, dedicated and mission-critical workforce. We will always serve Californians but refuse to be undervalued."

-Stuart Bennett, Senior Pension Actuary, CalPERS

Read more at www.seiu1000.org/vote