

NOV 2  
2016

# UNION UPDATE



## We're Voting YES!



### Strike Vote Authorization Underway

**We launched our strike authorization vote on Monday, Oct. 31. We are now voting all across the state to ensure we are prepared for all options.**

Our intention is to continue to negotiate in good faith for a contract we can all be proud of, 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 order to hold them accountable.

California is the 6th largest economy in the world with a projected \$11.5 billion surplus this year.

**It's unacceptable that:**

- The state is offering us only 2.96% per year with a 3.5% employee contribution to our retiree health care.
- 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.
- We are facing alarming gender pay inequality.

#### Frequently Asked Questions

**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.

**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.

**How do I find my polling location?**

Visit [www.seiu1000.org/vote](http://www.seiu1000.org/vote) to find your location.



"We need to come together to demand that the state values us and the work that we do."

**Teresa Hubbard**  
Program Technician  
State Fund



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

**Bobby Roy**  
Education Programs Consultant  
CA Department of Education



"I am voting yes because my family is worth more than 2.96%"

**Dorrie Steadman**  
Registered Nurse  
CDCR

# The Gender Pay Gap for State Workers is Unacceptable

While our state leads the nation in laws aimed at reducing pay inequity, the state has a very real gender wage gap.

- Our union is predominately women (66% female, 34% male).
- 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.



“CalHR seems keen on keeping the status quo—pushing a policy at the bargaining table that reinforces structural gender wage inequality.”

– Claudia Gambaro, California Military Department

## Resource Center

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

## Website

[seiu1000.org](http://seiu1000.org)

## Connect with Local 1000

Facebook  
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## Hey Richard!

Member messages to CalHR Director Richard Gillihan, calling for pay equity for all state workers

“I deserve to be fairly compensated compared to other highly-skilled classifications that are primarily held by males. I work just as hard as anyone else.”

– Local 1000 member, Department of Business Oversight

“Does CalHR really think it is upholding California’s Fair Pay Act with its own employees?”

–Local 1000 member, Department of Transportation

“The state has the ability to close the gender gap and still be fiscally conservative.”

– Local 1000 member, Department of Conservation

“How am I supposed to pay my bills, feel good about my work and provide quality services?”

– Local 1000 member, Department of Corrections and Rehabilitation